ANNUAL REPORT

2026

Office of

Executive Inspector General

for the Agencies of the Illinois Governor

Table of Contents

Introduction

Message From Executive Inspector General Susan Haling 2
OEIG Agency Highlights 3
Introduction 4
Executive Staff 5

Primary Functions

Investigations 7
Regional Transit Board (RTB) Investigations Division 29
Hiring & Employment Monitoring (HEM) Division 33
Revolving Door 37
State Employee Training 41

Operations And Initiatives

OEIG Personnel 44
OEIG's Diversity, Equity, Inclusion, & Accessibility Efforts 47
Finance 51
Legislative Engagement 56

Appendices

Complaints Received by Agency 59
Allegations Received by Type of Misconduct 62
Founded Reports Issued 64
Types of Misconduct in Founded Reports Issued 65
Online References 66

Message From Executive Inspector General Susan Haling

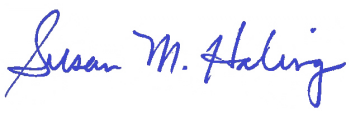
It is with great pleasure and pride that I present the FY2026 annual report for the Office of Executive Inspector General for the Agencies of the Illinois Governor. Our Office is an independent agency that works on behalf of the public to deter and investigate fraud, waste, abuse, and violations of laws and policies in Illinois State government. The OEIG is committed to upholding high ethical standards, being objective, and working with integrity.

The extensive work summarized in this annual report demonstrates the impact a robust inspector general office can have on State government. The breadth of our work is shown throughout the report including the record-breaking 4,391 complaints it received, the 219 investigations it completed, 80 hiring compliance Advisories issued, and the over 175,000 ethics and harassment employee trainings administered. None of this work would be possible without the dedication and hard work of our highly experienced staff who perform their duties with great professionalism, enthusiasm, and impartiality. My appreciation for their efforts is immeasurable.

The OEIG's mission is to effectuate change in State government by eliminating fraud and abuse, promoting ethical conduct, and reducing waste through improved processes. Our thorough investigations and reviews result in positive government action including system and process changes for more transparent, ethical, and efficient use of resources, increased training and education of State employees, conservation of tax-payer dollars, and terminations and discipline of employees who commit wrongdoing.

I encourage you to join us in our mission by learning more about our Office and reporting wrongdoing at oeig.illinois.gov. We look forward to working together to ensure an ethical, efficient, and accountable State government.

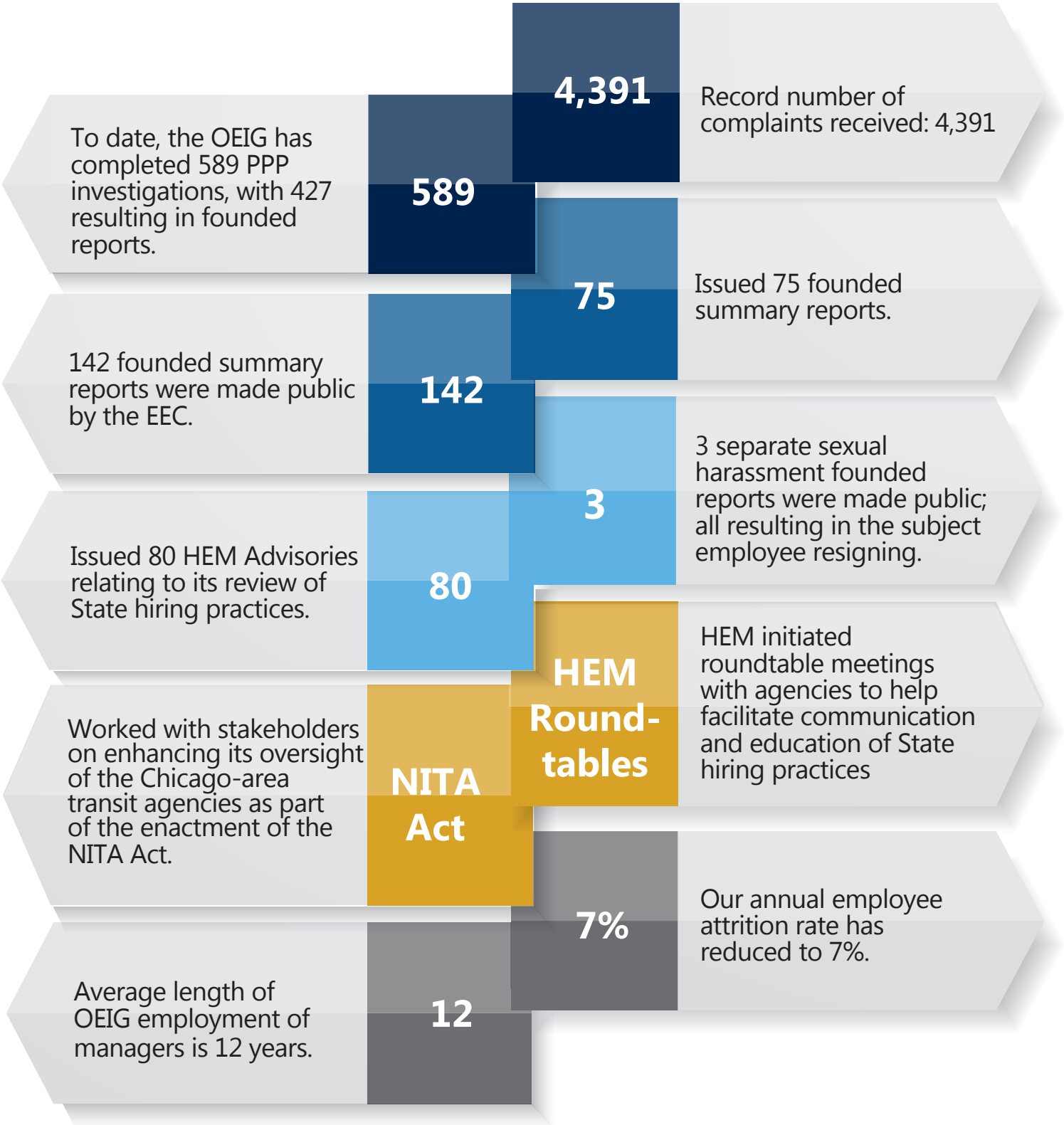
Sincerely,



Susan M. Haling
Executive Inspector General

OEIG Agency Highlights

In FY2026, the OEIG continued to handle high volumes of work in all areas of its investigative and compliance functions. The OEIG fulfills its mission to enhance good government in the agencies it oversees with a full-time staff of approximately 85 employees. Some of the highlights of FY2026 include:



Introduction

The State Officials and Employees Ethics Act (Ethics Act), 5 ILCS 430/1, et seq., established the Office of Executive Inspector General for the Agencies of the Illinois Governor (OEIG) in 2003. The OEIG is an independent executive branch State agency that investigates, among other things, allegations of fraud, waste, abuse, mismanagement, misconduct, and violations of the Ethics Act (such as prohibited political activity, sexual harassment, the gift ban, revolving door, and retaliation) and other related laws, policies, and rules. The OEIG also investigates allegations of hiring improprieties and conducts compliance-based reviews of employment procedures and hiring decisions. In addition, the OEIG plays a vital role in producing and reviewing Ethics Act-mandated trainings and making revolving door determinations.

The OEIG has jurisdiction over:

- more than **170,000** employees, appointees, and officials, including the Governor and the Lieutenant Governor;
- more than **300** executive branch State agencies, departments, boards, and commissions;
- **nine** State public universities across a dozen campuses;
- **four** Chicago area Regional Transit Boards (the Northern Illinois Transit Authority, the Chicago Transit Authority, Metra, and Pace);
- **eleven** Regional Development Authorities; and
- vendors, contractors, and grantees of any of those entities.



Executive Staff

Susan M. Haling, Executive Inspector General



EIG Haling was first nominated as Executive Inspector General in March 2018, and was most recently reconfirmed by the Illinois Senate on April 11, 2024. She first joined the OEIG in December 2011 as Special Counsel, and served as the First Assistant Inspector General beginning in 2015. EIG Haling has more than nine years of experience as an Assistant U.S. Attorney in Chicago, where she tried over 20 criminal trials. She also previously worked for the U.S. Justice Department, Criminal Division, in Washington, D.C. and was a law clerk for the Honorable James F. Holderman, a former U.S. District Judge for the Northern District of Illinois. EIG Haling received her BA from the University of Notre Dame and obtained her law degree from the DePaul University College of Law, where she graduated Order of the Coif, served as editor for the Law Review, and was a member of the Moot Court Trial Team.

Neil P. Olson, General Counsel



Mr. Olson returned to the OEIG in May 2018 and serves as General Counsel. Mr. Olson previously worked at the OEIG as Deputy Inspector General and Chief of Springfield Division before leaving the OEIG in 2013 to serve as General Counsel in the Office of the Illinois State Treasurer. Prior to his return to the OEIG, Mr. Olson also served as an Assistant Attorney General and then the Deputy Public Access Counselor in the Office of the Illinois Attorney General. He also previously worked for the Massachusetts Attorney General's Office, the Massachusetts Commission on Judicial Conduct, as a litigator in private practice, and as the law clerk to the Honorable Kenneth Laurence of the Massachusetts Appeals Court. Mr. Olson is a graduate of Grinnell College and Northeastern University School of Law, and is licensed to practice law in Massachusetts and Illinois.

Fallon Opperman, Deputy Inspector General and Chief of Chicago Investigative Division



Ms. Opperman joined the OEIG as an Assistant Inspector General in June 2008 and then served as Chief of the Regional Transit Board Division. As Deputy Inspector General and Chief of Chicago Division since February 2015, Ms. Opperman manages the investigative activities of the OEIG's Chicago office, including oversight of the Regional Transit Board Division. Ms. Opperman received a BA from North Central College and obtained her law degree from the DePaul University College of Law.

Erin K. Bonales, Director of Hiring & Employment Monitoring



Ms. Bonales is responsible for directing the OEIG's Hiring & Employment Monitoring Division, which engages in compliance reviews and monitoring activities related to hiring and employment decisions, policies, and practices. Ms. Bonales previously worked for the OEIG for nearly eight years, including serving as Deputy Inspector General and Chief of the Chicago Investigative Division. Prior to joining the OEIG in May 2006, Ms. Bonales was an Assistant General Counsel for the Illinois Department of Human Services for approximately five years. Ms. Bonales received a JD from the University of Illinois College of Law, and a BA in Political Science from Southern Illinois University.

Christine P. Benavente, Deputy Inspector General - Executive Projects



Ms. Benavente joined the OEIG as an Assistant Inspector General in August 2011 and later served as a Legislative Assistant Inspector General. As Deputy Inspector General–Executive Projects, Ms. Benavente leads numerous executive projects, including overseeing the Division of External Compliance & Outreach, serving as the legislative attorney for all legislative matters pertaining to the OEIG, and serving as the Diversity, Equity, and Inclusion Coordinator. Prior to working at the OEIG, she was an Associate at Jenner & Block, LLP. Ms. Benavente obtained her law degree from DePaul University College of Law, where she graduated Order of the Coif and magna cum laude. During law school, she served as Editor-in-Chief of the Women's Law Caucus Digest and Moot Court Representative for the Hispanic National Bar Association. She obtained BAs from the University of Iowa.

Angela Luning, Deputy Inspector General and Chief of Springfield Investigative Division



Ms. Luning joined the OEIG as an Assistant Inspector General in 2012, became a Deputy Inspector General for Investigations in 2015, and currently also serves as Acting Chief of the Springfield Division. Ms. Luning previously served as an Assistant State's Attorney in the Will County State's Attorney's Office, an Assistant Attorney General, and an Assistant Corporation Counsel for the City of Chicago; she also was a law clerk to the Hon. George W. Lindberg in the U.S. District Court for the Northern District of Illinois. Ms. Luning has a BA from Yale University, and received her law degree from Loyola University Chicago, where she served as the Executive Editor for Lead Articles on the Loyola University Chicago Law Journal.

Ogo Akpan, Chief Fiscal Officer and Operations Manager



Ms. Akpan joined the OEIG as Chief Fiscal Officer/Chicago Operations Manager in December 2021. She provides leadership and management of all financial operations of the agency and is also responsible for administrative operations of the Chicago office. Prior to the OEIG, she worked as a Certified Public Accountant for the Illinois Office of the Comptroller. She previously held finance leadership roles in the private sector responsible for accounting, finance, and data analytics functions. Ms. Akpan received her Bachelor of Science in Accounting from the University of Nigeria, obtained her MBA from Schulich School of Business, York University Toronto Canada, and is a Certified Public Accountant in the State of Illinois.

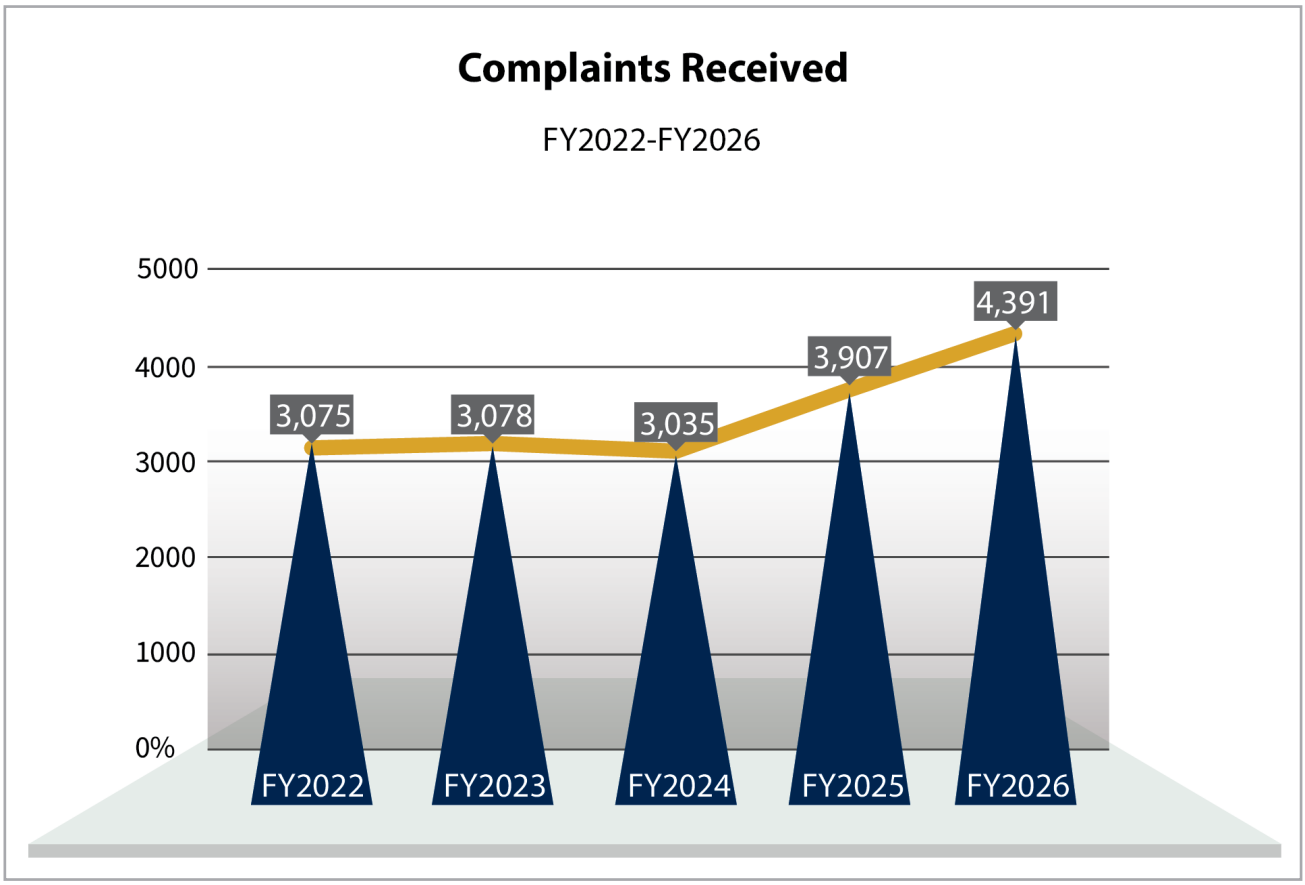
Investigations

The OEIG receives complaints from many different sources, including State employees, members of the public, law enforcement officials, contractors, and individuals requesting to remain anonymous.

The OEIG evaluates all new complaints to determine the appropriate action. To conduct investigations, OEIG investigators interview witnesses, collect documents, analyze records, conduct surveillance, perform electronic forensic analysis, and use a variety of other investigatory tools and techniques. The OEIG also has subpoena power to obtain information relevant to an investigation.

Complaints Received by the OEIG

In FY2026, the OEIG received a record high **4,391** complaints.



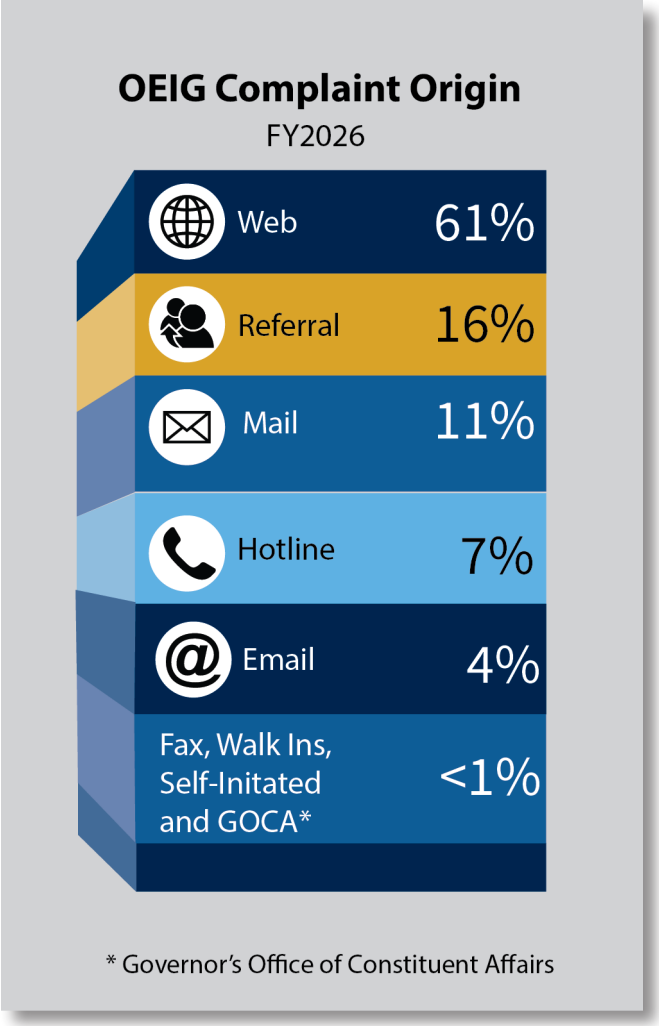
Complaint Origins

The OEIG received these complaints through many different methods, including:

- online complaint forms filed through its website: oeig.illinois.gov;
- its toll-free hotline at (866) 814-1113;
- U.S. mail; and
- via a telecommunications device for the deaf (TDD) at (888) 261-2734.

Complaints about entities or persons under the jurisdiction of the OEIG may be submitted by anyone and may be submitted anonymously. However, a complaint must relate to the official conduct of:

- an employee of, or appointee to, an executive branch State agency, board, or commission under the jurisdiction of the OEIG;
- an employee of, or appointee to, a State public university;
- an employee of, or appointee to, one of the Regional Transit Boards (the Northern Illinois Transit Authority, Chicago Transit Authority, Metra, or Pace);
- an employee of, or appointee to, one of the Regional Development Authorities; or
- a person or entity doing business with an entity under the jurisdiction of the OEIG, including, for example, vendors and grantees of State agencies.



Anyone who files a complaint should have a reasonable belief that the allegations being reported are true. In addition, anyone filing a complaint must provide sufficient detail about the allegations for an investigation to be initiated.

As seen above, in FY2026, the OEIG received complaints from many different sources, including, for example, other State employees, private citizens, vendors, and law enforcement authorities. Some complaints were filed anonymously. The OEIG also self-initiated investigations based on public information or information learned in other investigations.

Complaint Evaluation Process

The OEIG has 30 days after receiving a complaint to process it and decide how to proceed. Initially, the OEIG assigns each complaint a file identification number and inputs the information into the OEIG database. The OEIG determines whether any immediate action needs to be taken and then proceeds to evaluate the complaint for an appropriate disposition, which generally includes:

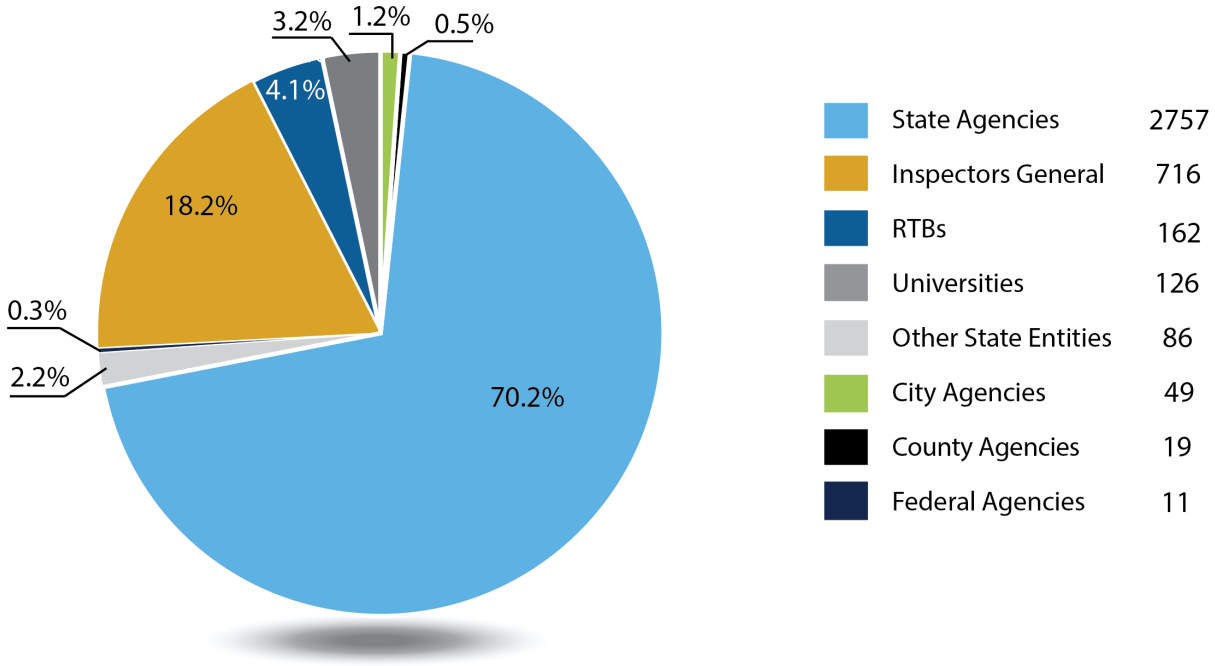
- opening an investigation;
- referring the complaint to an appropriate authority; or
- administratively closing the file.

The OEIG opened **166** investigations in FY2026.

In FY2026, the OEIG referred 3,927 complaints and investigations. Referrals are typically made to other agencies or appropriate entities, including other inspectors general and law enforcement authorities. In some instances, when the OEIG refers the matter to another agency, the OEIG requests that the agency investigate the allegations and respond, summarizing the results of its investigation. The OEIG then reviews these agency responses to determine whether the agency adequately addressed the allegations or whether the OEIG should subsequently open an investigation and look into the matter further. In the absence of consent from a complainant, when referring complaints to others, the OEIG does not disclose the identities of complainants unless otherwise required by law.

Referrals by Jurisdictional Level

FY2026



In FY26, the OEIG also administratively closed **282** complaints and investigations. The OEIG administratively closed these complaints when, for example, the complaint was not within its jurisdiction; the complaint did not allege a violation of State law, rule, or policy; the alleged wrongdoing occurred a long time ago; or there were duplicate complaints about a matter.

Investigations

Once an investigation is opened, the OEIG determines the appropriate means of investigation, which generally includes, for example, interviewing witnesses, obtaining and analyzing relevant documents through document requests and subpoenas, doing social media searches, performing electronic forensic analysis, and/or conducting surveillance.

The length of time required for an investigation depends on various factors such as the nature of the allegations, the number of interviews to be conducted, the volume and complexity of records that must be obtained and analyzed, and the OEIG's staffing levels.

The OEIG completed **219** investigations in FY2026.

These investigations involved employees from all over the State, as generally depicted below, by county.



Adams 1
Bond 2
Champaign 6
Christian 4
Clark 1
Cook 141
DuPage 11
Fayette 2
Franklin 1
Grundy 1
Iroquois 1
Jackson 4
Jasper 1
Jersey 1
Kankakee 6
Knox 2
Lake 5
LaSalle 2
Logan 1
Macon 3
Macoupin 2
Madison 2
Marion 1
McDonough 1
McHenry 3
McLean 2
Mercer 1
Montgomery 1
Morgan 3
Pike 1
Pulaski 1
Randolph 1
Rock Island 1
Sangamon 37
Schuyler 1
St. Clair 3
Tazewell 1
Vermilion 1
Whiteside 1
Will 12
Williamson 1

At the conclusion of an investigation, if the OEIG determines there is reasonable cause to believe that a violation of law or policy has occurred, it writes a founded summary report.

In FY2026, the OEIG issued **75** founded summary reports.

Founded summary reports document the following information:

- the allegations of wrongdoing;
- facts confirmed by the investigation;
- an analysis of the facts in comparison to the applicable law, rule, or policy;
- findings and recommendations; and
- any other information the OEIG deems relevant to the investigation or resulting recommendations.

In accordance with State law, the OEIG provides founded summary reports to the head of each agency affected by or involved with the investigation and the appropriate ultimate jurisdictional authority (UJA).

Publicly Disclosed Founded Summary Reports

Under the Ethics Act, within 30 days after receiving the initial agency response to a founded summary report, the OEIG must forward a copy of the report and agency response to the Executive Ethics Commission (EEC) unless the OEIG believes a complaint should be filed alleging a violation of the Ethics Act, as discussed further below. The EEC reviews OEIG founded summary reports and determines whether each report will be published. The Ethics Act requires the publication of a founded summary report if the report resulted in a suspension of three or more days or termination of employment. If it did not, the EEC can exercise its discretion to publish the founded summary report.

In FY2026, the EEC published a total of **142** OEIG founded summary reports.

The nature of the violations of the published reports is set forth in the following chart.

Case No.	Agency	Nature of Violation
24-03024	Central Management Services, Department of	Sexual Harassment
25-00764	Human Services, Department of	Sexual Harassment
25-00862	Human Services, Department of	Sexual Harassment
23-02188	State Employee Retirement System	Conduct Unbecoming
24-01213	Healthcare and Family Services, Department of	Misconduct Involving Secondary Employment
25-00928	Public Health, Department of	Misconduct Involving Secondary Employment
25-01872	Illinois Housing Development Authority	Misconduct Involving Secondary Employment
24-00809	Agriculture, Department of	Conflict of Interest
21-02543	Veterans Affairs, Department of	Misuse of State Resources
24-00231	Veterans Affairs, Department of	Misuse of State Resources
19-00042	Corrections, Department of	Fraud
23-02838	Pace	Misconduct Involving Secondary Employment
130 Reports	Multiple Agencies	Improper PPP Loans

Summaries of Published Founded Summary Reports

Below are summaries of founded summary reports published in FY2026 related to the General Investigations Division. The entirety of the published report can be found on the OEIG website: oeig.illinois.gov.

Sexual Harassment

OEIG Case No. 24-03024

The OEIG's investigation revealed that over an extended period of time, a Central Management Services (CMS) garage employee:

- repeatedly asked an auto store manager out, even though she turned him down;
- called her endearments such as "sweetheart," "babe," "hon," and "sweetie";
- sent her inappropriate text messages, such as referencing her not wearing underwear and texting that he thought about her all the time;
- rubbed her shoulders on one occasion; and
- grabbed her by the shirt and pulled her over a counter, making her think he was going to kiss her.

"The evidence gathered in the investigation established that [the CMS garage employee's] conduct toward [the store manager] was of a sexual nature, was unwelcome, and was sufficiently severe or pervasive to alter her conditions of employment and create an abusive working environment."

The evidence further showed that the CMS garage employee texted the store manager that he could go elsewhere to order parts when she ignored his calls, and that she would not report his conduct because he was her biggest customer.

The OEIG concluded that the CMS garage employee sexually harassed the store manager, in violation of the Ethics Act and CMS policy, and recommended that CMS terminate the employee. In response to this report, CMS began a disciplinary process, but the employee resigned before that process was completed.

OEIG Case No. 25-00764

The OEIG's investigation revealed that a Security Therapy Aide at an Illinois Department of Human Services (DHS) mental health hospital regularly and repeatedly made inappropriate comments to other staff, including:

- saying that he was going to tie another employee down face down;
- making repeated references to female employees as "sluts";
- commenting about another employee's "ass"; and
- commenting that another employee was the "facility whore."

"The employee's conduct "is especially improper, given that he made many of the inappropriate comments to his subordinate[s] . . . during times when he was acting in a supervisory role to them, and that he made inappropriate comments in the presence of patients."

The investigation further revealed that the Security Therapy Aide made many of the inappropriate comments to staff over whom he had a supervisory role, and that he made inappropriate comments in the presence of patients.

The OEIG concluded that the Security Therapy Aide's comments were of a sexual and/or vulgar nature, and violated the Ethics Act, DHS policy, and/or the Code of Personal Conduct. The OEIG recommended that DHS discipline the Security Therapy Aide up to and including termination. In response to this report, DHS began a disciplinary process, but the Security Therapy Aide resigned before the process was completed.

OEIG Case No. 25-00862

The OEIG investigated allegations that a high-ranking DHS managerial employee engaged in inappropriate conduct toward a direct subordinate, including making comments of a sexual nature.

Based on interviews with the subordinate, the manager, and another employee in the office, the investigation revealed that in addition to the manager commenting repeatedly about wanting to engage in a personal relationship with the subordinate, in one incident he asked the subordinate about the right size of intimate apparel so he could buy it for her. The subordinate employee said this conduct was unwelcome, interfered with her ability to focus on work, and made her feel "like a piece of meat."

The OEIG concluded that the manager's conduct violated DHS policy on sexual harassment and employee conduct, and the State of Illinois Code of Personal Conduct, made more egregious considering the manager's "position as a division director, and that the conduct involved his direct report over whom he has supervisory and disciplinary authority."

The OEIG recommended that DHS take appropriate disciplinary action, and DHS reported that it began the disciplinary process against the manager; however, he resigned from State employment during that process.

Conduct Unbecoming

OEIG Case No. 23-02188

The OEIG received a complaint alleging that some employees in State Employees' Retirement System (SERS) Department 1 displayed photographs of retired SERS employees that depicted "sayings coming out of the mouths." OEIG investigators then visited SERS Department 1 and viewed five photos of individuals, who appeared to be of different races, hanging in a cubicle. One of the photos had an attached piece of paper with the typed words, "Where's my MONEY?"



During an OEIG interview, a former SERS Executive II, who left SERS to work at the Illinois Department of Commerce and Economic Opportunity (DCEO), admitted that when he worked at SERS, he hung photos of SERS retirees in Department 1. The Executive II said that SERS retirees who lived out of the country were required to annually verify that they were alive by completing a form and providing a copy of a valid passport or visa. He stated that if a retiree sent an unrequested photo to SERS, he would print it and hang it like a family photo on the cubicle walls of his two co-workers because he thought it would be funny to see how long it would take his co-workers to notice the photo.

The OEIG learned that after OEIG investigators viewed the photos hung in SERS Department 1, the photos were removed and an internal investigation into other employees involved in the matter was conducted. As a result of the internal investigation, disciplinary action was taken by SERS against the other SERS employees involved with the posted photos.

The OEIG concluded that by posting the photos of the retirees, the Executive II engaged in conduct unbecoming a State employee. In response, DCEO disciplined the Executive II with a one-day suspension, and SERS placed a copy of the final report in the Executive II's personnel file at SERS.

Misconduct Involving Secondary Employment

OEIG Case No. 24-01213

The OEIG investigated allegations that an Illinois Department of Healthcare and Family Services (HFS) Office Administrator, who was also a local alderperson, used State resources to conduct his alderperson duties.

The OEIG conducted a records review that revealed the Office Administrator regularly received and sent emails related to his alderperson duties on his State computer, using his State email address, and during State working hours. The OEIG therefore concluded the Office Administrator violated HFS policy by misusing State resources for unauthorized outside activities. Because the Office Administrator retired from State employment after the investigation was initiated, the OEIG recommended that HFS maintain a copy of its report in the event future State employment was sought.

In addition, the OEIG noted the Office Administrator had never reported his aldermanic role to HFS, though in prior unrelated reports, the OEIG recommended to the agency that it revise its secondary employment policy to provide a definition of secondary employment and ensure the agency was in a position to determine whether a conflict of interest existed, rather than allow employees to self-identify potential conflicts. However, at the time the OEIG issued its report in Case No. 24-01213, the agency had not revised its policy, and the OEIG therefore recommended it do so without further delay.

In response, HFS reported that it adopted a revised secondary employment policy that defined secondary employment and volunteer activities subject to disclosure, removed language from the prior policy that gave employees discretion about whether to report secondary employment, and required employees to receive approval from the HFS ethics officer for secondary employment and certain volunteer activities. HFS further reported that it would maintain a copy of the OEIG report in the event the Office Administrator sought future State employment.

OEIG Case No. 25-00928

The OEIG self-initiated an investigation into allegations that the Illinois Department of Public Health (DPH) Chief Accountability Officer (CAO) failed to disclose outside employment and was conducting that outside employment on State time.

"This analysis revealed that [the Chief Accountability Officer] spent more than 19 hours in two months on [the accounting firm's] business during State time, even though [the Chief Accountability Officer] certified on her Request for Outside Employment forms that she would work for [the accounting firm] only on evenings and weekends."

The OEIG investigation revealed that, in addition to her State employment, the CAO owned a private accounting firm. The OEIG analyzed the CAO's personal and State phone records for a two-month period in early 2025 and found that she had spent more than 19 hours during that short period on her private business. In addition, the OEIG obtained more than 30 emails sent between her State email account and other accounts relating to the accounting business, some of which included attachments of hundreds of pages, which the CAO admitted she used State resources to print. Further, the OEIG investigation revealed that the CAO had not submitted timely outside employment forms, but claimed that she did not think she needed to do so because she disclosed her outside employment on her Statements of Economic Interest (SEI).

During her OEIG interview, the CAO confirmed that she owned a private accounting firm and worked as its CEO. The CAO described that she would have two laptops open (one for her State job and one for her private business) and be on Zoom meetings for both. The CAO confirmed that the accounting firm's employees called and texted her while she was on State time and she spoke with them. She also confirmed that she co-owned an apartment management company.

The CAO's supervisor expressed confusion regarding outside employment forms during her interview with the OEIG and confirmed she did not reconfirm the CAO's outside employment forms annually.

The OEIG concluded that the CAO failed to timely disclose her outside employment and used DPH time, equipment, and resources in outside paid employment. Both the CAO and her supervisor were terminated prior to the conclusion of the investigation, so the OEIG recommended that DPH place a copy of its report in the CAO's personnel file, which DPH agreed to do. The OEIG also recommended additional training on DPH's outside employment policy, and DPH agreed to remind supervisors of the policy to ensure their employees are reminded of it annually.

OEIG Case No. 25-01872

The OEIG received a complaint alleging that a Staff Attorney for the Illinois Housing Development Authority (IHDA) had a conflict of interest when he used his law firm email address for IHDA business and used his IHDA email address for matters related to his law firm.



The OEIG reviewed timekeeping records and emails, which confirmed that the Staff Attorney's IHDA email account had been used for matters related to his law firm, his law firm email had been used for matters related to IHDA, and several emails related to his law firm work were sent on State time. One email in particular attached a legal motion for a court case where IHDA was named as a defendant, as was another individual whom the Staff Attorney was representing through his law firm, and where the motion was set for hearing during the Staff Attorney's reported State work hours. In addition, several other emails contained boilerplate language used by popular AI-models, such as Chat-GPT, in conjunction with confidential information from IHDA, parties that IHDA worked with, and deals that IHDA was working on.

During his OEIG interview, the Staff Attorney admitted that he had used Chat-GPT for his work at IHDA, and that he likely did attend the aforementioned court hearing via Zoom. The Staff Attorney stated that he did not complete a "hard" conflict-of-interest check on his law firm's clients.

Based on the evidence, the OEIG concluded that the Staff Attorney engaged in outside employment while on State time and using a State resource, and violated IHDA's Ethics Policy by mishandling confidential information and by representing a client in a case where IHDA was listed as a party. In response to this report, IHDA discharged the Staff Attorney and said it was adopting an AI Code of Conduct specific to legal practitioners.

Conflicts of Interest

OEIG Case No. 24-00809

The OEIG investigation confirmed that a Division Manager at the Illinois Department of Agriculture (AGR) accepted employment as an Executive Director of an Association, after which he received three separate emails from the AGR ethics officer about avoiding "ethics/conflicts-of-interest/revolving door issues" and/or creating a "firewall" between him (the Division Manager) and any matters directly or indirectly involving the Association while he remained working at AGR. After the ethics officer's emails, however, the Division Manager signed a pay approval sheet authorizing an AGR subcontractor to pay the Association $530,000 under a grant agreement.

"Clearly, [the Division Manager] should have disqualified himself from any official AGR action related to his soon-to-be employer, the Association, and he failed to do so."

During his OEIG interview, the Division Manager admitted that he approved the $530,000 payment to the Association and signed the payment authorization form. The Division Manager claimed that he thought the AGR ethics officer's guidance in the emails about avoiding conflicts of interest and creating firewalls was limited to the specific subject matter of each email.

The OEIG concluded that the Division Manager had a conflict of interest as an AGR employee when he authorized with his signature a grant payment for an entity from whom he had accepted employment. Because the Division Manager was no longer employed by AGR, the OEIG recommended that AGR place a copy of the final report in his personnel file and that he not be rehired. In response, AGR said it implemented the OEIG's recommendations.

Since the OEIG did not find evidence that anyone at the Association was involved in working with the Division Manager to improperly issue the payment, and the Association returned the full $530,000 payment to AGR, the OEIG made no further recommendations regarding the grant.

Misuse of State Resources

OEIG Case No. 21-02543

The OEIG investigated allegations that two employees at the Illinois Department of Transportation (IDOT) made personal use of mail-in rebates and rewards obtained from purchases made with State funds.

A review of records from the rebate and rewards programs identified in the complaint and records provided by IDOT revealed that an Operations Supervisor and Highway Maintainer Lead Worker had submitted rebate requests after State purchases and directed the resulting rebate checks to their personal home addresses, and that they credited rewards points from State purchases to their personal accounts. In interviews with the OEIG, the two employees

admitted to receiving the rebates and rewards points and acknowledged that they used some of those funds for personal purchases, or at least failed to segregate personal purchases from State purchases using the funds.

In light of its discoveries, the OEIG expanded the investigation to several additional IDOT districts, uncovering that other IDOT employees similarly directed rebate checks from State purchases to their personal addresses, and that at least one additional Operations Supervisor used the funds for purchases unrelated to IDOT business. Additionally, it appeared that IDOT lacked clear guidance on the use of rebates and rewards points obtained from State purchases.

The OEIG concluded that these three individuals violated IDOT and State prohibitions against the use of State positions for personal gain. The OEIG recommended that IDOT provide written direction and training to employees on the use of rebates and rewards programs and more closely monitor receipts submitted by employees to guard against misuse of those programs. In response, IDOT disciplined the one remaining employee and agreed to implement the recommended agency-wide changes.

OEIG Case No. 24-00231

The OEIG investigated allegations that a Support Service Coordinator at an Illinois Department of Veterans Affairs (DVA) Veterans' Home was abusing State time by signing up for overtime shifts and then spending the time on non-work matters.

The OEIG reviewed timekeeping records showing the Support Service Coordinator worked overtime on an almost daily basis, averaging 66-75-hour work weeks, for 16 months straight. Paid at time and a half, this allowed the Support Service Coordinator to nearly double his salary in one year. Further investigation revealed the overtime was intended to fill vacant non-supervisory shifts for positions with duties such as working the tray line, washing dishes, pots, and pans, helping with "prep," getting meals out, stocking, and cleaning. However, multiple DVA staff told the OEIG the Support Service Coordinator did not perform the duties he signed up for. Instead, staff reported that the Support Service Coordinator spent time on his personal phone watching videos, scrolling social media, and listening to podcasts, leaving others to complete the necessary daily tasks. The OEIG also reviewed the Support Service Coordinator's State computer browser activity, which showed that he regularly used the State computer for personal matters while on overtime.

"The sheer volume of such work hours is problematic for acceptable productivity. In this case, not surprisingly, the evidence showed [the Support Service Coordinator] failed to perform expected duties while working overtime."

As such, the OEIG concluded the Support Service Coordinator neglected to perform work duties, engaged in willful idleness, and used State computers for non-State business, in violation of DVA policy and the State of Illinois Code of Personal Conduct, and recommended his discipline. The OEIG also recommended that DVA review its overtime policies and procedures to prevent abuse.

In response, DVA reported that it had initiated the disciplinary process; however, the Support Service Coordinator resigned from DVA employment before that process could be completed. In addition, DVA reported that it was reviewing its use of overtime and providing appropriate training.

Fraud

OEIG Case No. 19-00042

The OEIG received a complaint alleging that a then-Deputy Director of Human Resources (HR) at an Illinois Department of Corrections (DOC) facility improperly approved a salary adjustment for an HR Representative.

The OEIG's investigation revealed that the HR Representative claimed that there had been an error in calculating her base salary, and submitted forms to request an upward salary adjustment going back four years and back wages. The HR Representative's forms made false representations about her previous employment and prior income, and she did not provide documentation supporting her request. The Deputy Director of HR nevertheless processed the HR Representative's request without taking reasonable steps to ensure that the information she was relying on was accurate and supported a salary adjustment, such as reviewing and/or inquiring about available information. DOC and CMS relied on the HR Representative's misrepresentations in approving her requests, resulting in a loss to the State of more than $75,927 as of the date of the OEIG report, including the amount overpaid in salary, gross back wages, and additional contributions to her retirement, Medicare, and Social Security.

"The State has suffered a loss to date of more than $75,927 as a result of [the HR Representative's] misrepresentations, and this loss continues to grow . . . ."

The OEIG concluded that the HR Representative defrauded DOC in order to obtain an improper salary adjustment and back wages, and falsified her DOC employment applications. The OEIG also concluded that the Deputy Director who processed the salary adjustment committed mismanagement. The OEIG recommended that DOC terminate the HR Representative and take whatever action it deemed appropriate with regard to the Deputy Director of HR (who had since taken a different DOC position). The OEIG also recommended that DOC consider training HR employees on the CMS Pay Plan and related rules, and implement a process for salary adjustment or a threshold amount that would require additional review.

In response to this report, DOC terminated the HR Representative and gave the former Deputy Director an oral reprimand.

PPP Loan Fraud

During FY2026, the OEIG continued its investigation of more State of Illinois employees who were alleged to have improperly obtained federal Paycheck Protection Program (PPP) loans and determined that there was reasonable cause to believe that many of these employees violated the State of Illinois Code of Personal Conduct and/or agency policy by obtaining PPP loans based on falsified information. Depending on each agency's policies, the OEIG often concluded that many of the employees also failed to report their outside business to the agency.

As of the close of FY2026, the OEIG has completed a combined total of **589** PPP investigations, with **427** resulting in founded summary reports.

If employees were still employed by the State at the time reports were issued, the OEIG recommended their termination from State employment. In response to these reports, the agencies pursued discipline. Many employees resigned in lieu of termination; for those who did not resign, they have primarily been terminated or the disciplinary actions are ongoing.

In addition, the Illinois Attorney General's Office (Attorney General) has criminally prosecuted individuals for their fraudulent receipt of PPP loans based on OEIG referrals. Some of these individuals have since pled guilty, and generally received probation, community service, and/or agreed to pay restitution in the full amount of the loans that were improperly received. Press releases related to many of these decisions can be found on the Attorney General's website: illinoisattorneygeneral.gov/News-Room/

In FY2026, 130 PPP-related founded summary reports were made public by the EEC. The following chart contains information about the subjects of these PPP-related reports for State employees of agencies under the Governor. The full reports are available on the OEIG's website: oeig.illinois.gov.

Case No.	Agency	State Job Title	Total PPP Loan Amount
22-02902	DCFS	Child Protection Specialist	$20,832
22-03135	DCFS	Public Service Administrator	$41,666
22-03151	DCFS	Child Protection Advanced Specialist	$40,414
22-03153	DCFS	Day Care Licensing Representative II	$40,520
22-03155	DCFS	Child Welfare Specialist	$39,834
23-00055	DCFS	Permanency Specialist/Caseworker	$41,665
23-02141	DCFS	Child Protection Advanced Specialist	$17,947
23-02145	DCFS	Child Protection Specialist	$17,721
23-02146	DCFS	Child Protection Specialist	$19,822
23-02147	DCFS	Child Protection Specialist	$19,492

Case No.	Agency	State Job Title	Total PPP Loan Amount
23-02148	DCFS	Child Protection Specialist	$18, 583
22-03138	DHS	Child Protection Specialist	$41,666
23-00054	DHS	Chief Security Officer	$41,188
23-00057	DHS	Mental Health Technician II	$41,666
23-00067	DHS	Human Services Caseworker	$20,833
23-00070	DHS	Mental Health Technician II	$41,666
23-00074	DHS	Mental Health Technician III	$41,866
23-00077	DHS	Mental Health Technician	$41,866
23-00093	DHS	Mental Health Technician II	$41,866
23-00098	DHS	Mental Health Technician II	$41,866
23-00106	DHS	Licensed Practical Nurse II	$41,866
23-00116	DHS	Mental Health Technician I	$40,832
23-00130	DHS	Mental Health Technician III	$40,050
23-00264	DHS	Mental Health Technician I	$41,666
23-00465	DHS	Human Resources Representative	$36,831
23-00478	DHS	Human Services Caseworker	$20,833
23-00480	DHS	Human Services Caseworker	$20,500
23-00489	DHS	Human Services Caseworker	$20,833
23-00491	DHS	Human Services Caseworker	$20,000
23-00493	DHS	Office Administrator III	$40,076
23-00495	DHS	Human Services Caseworker	$41,666
23-00503	DHS	Human Services Caseworker	$49,001
23-00508	DHS	Office Assistant II	$40,076
23-00514	DHS	Human Services Caseworker	$20,250
23-00521	DHS	Human Services Caseworker	$20,832
23-00523	DHS	Human Services Caseworker	$20,832
23-00526	DHS	Human Services Caseworker	$20,832
23-00532	DHS	Human Services Caseworker	$20,832
23-00635	DHS	Human Services Caseworker	$27,082
23-00649	DHS	Human Services Caseworker	$40,833

Case No.	Agency	State Job Title	Total PPP Loan Amount
23-00654	DHS	Rehabilitation Case Coordinator II	$41,666
23-00655	DHS	Human Services Caseworker	$20,833
23-00656	DHS	Security Officer	$49,999
23-01348	DHS	Mental Health Technician II	$15,645
23-01361	DHS	Mental Health Technician	$20,833
23-01768	DHS	Security Therapy Aide II	$19,925
23-01918	DHS	Mental Health Technician II	$41,664
23-01965	DHS	Human Services Casework Manager	$20,832
23-02501	DHS	Mental Health Technician	$20,833
24-00782	DHS	Assistant Local Office Administrator	$12,717
24-01326	DHS	Security Therapy Aide	$20,832
24-01381	DHS	Habilitation Program Coordinator	$19,071
24-01385	DHS	Habilitative Program Coordinator	$20,832
24-01643	DHS	Mental Health Technician IV	$18,671
24-01645	DHS	Support Services Coordinator	$18,687
24-02127	DHS	Human Services Caseworker Manager	$15,625
24-02220	DHS	Mental Health Technician	$20,832
24-02222	DHS	Mental Health Technician	$16,122
24-02377	DHS	Mental Health Technician I	$40,400
24-02634	DHS	Mental Health Technician II	$20,510
22-02906	DOC	Corrections Food Service Supervisor II	$41,223
23-00482	DOC	Correctional Officer	$20,832
23-00484	DOC	Corrections Treatment Officer	$62,496
23-00498	DOC	Correctional Treatment Officer	$20,000
23-00504	DOC	Correctional Treatment Officer	$20,000
23-01974	DOC	Correctional Officer	$20,833
23-01976	DOC	Correctional Officer	$20,832
23-02732	DOC	Correctional Officer	$20,832
22-02066	DPH	Health Facilities Surveillance Nurse	$41,666

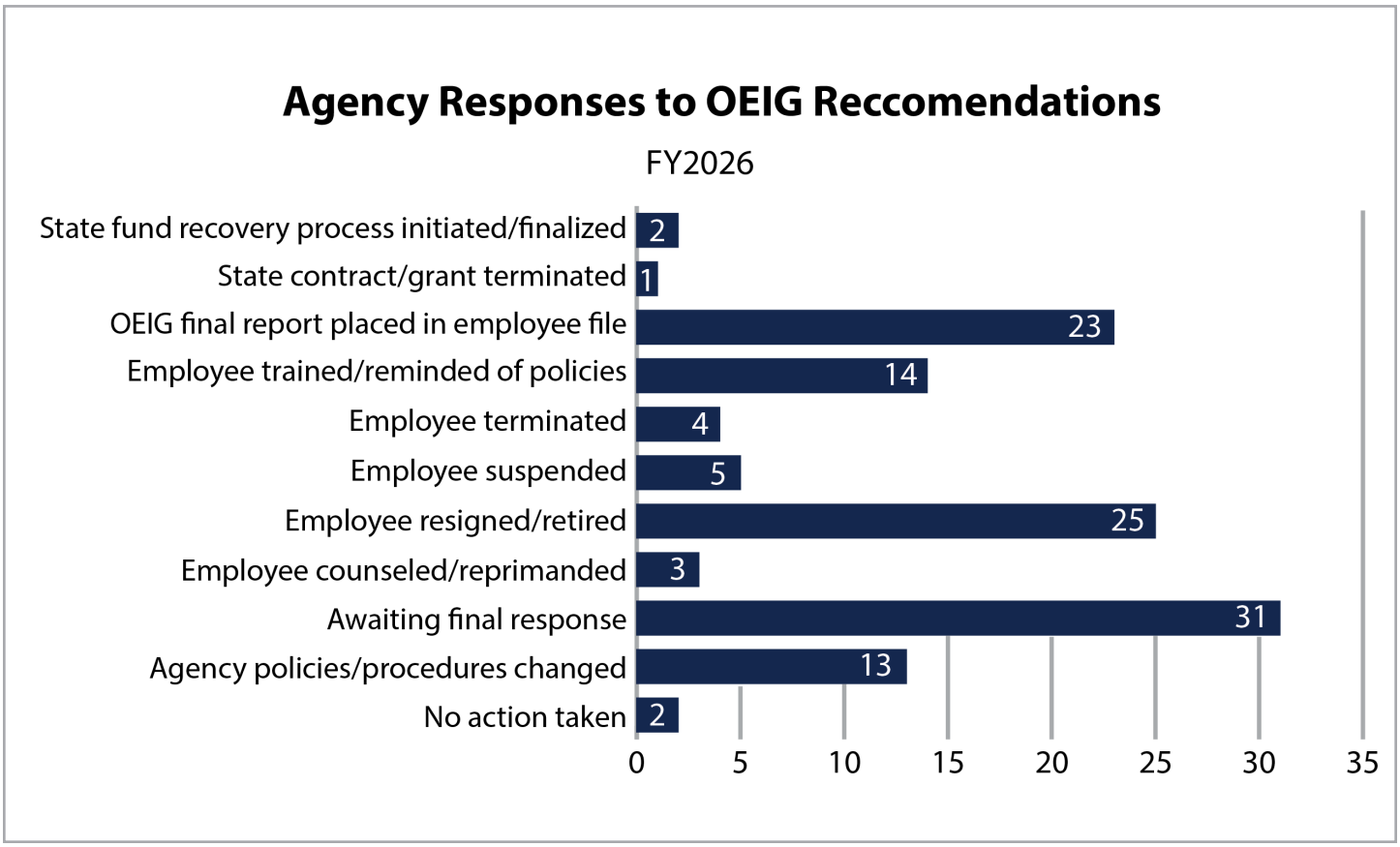
Agency Recommendations & Responses

As part of a founded summary report, the OEIG includes recommendations to the affected agency. By way of example, in FY2026, the OEIG's recommendations included:

- terminating an employee;
- imposing other disciplinary action against an employee;
- placing a copy of the founded report in a former employee's personnel file;
- adjusting agency policies or procedures; and
- conducting appropriate training of employees.

It is the responsibility of the affected agency to take appropriate action after receiving an OEIG report and recommendations. Specifically, per the Ethics Act, within **20 days** after receiving a founded summary report from the OEIG, the appropriate agency head and/or UJA must respond to the OEIG about the report and describe any corrective or disciplinary actions being taken. An agency's final response may be delayed due to a protracted grievance or administrative review process.

The following chart displays reported agency actions taken in response to OEIG founded summary reports issued in FY2026.



Violations of the Ethics Act

If the OEIG conducts an investigation and determines that there is reasonable cause to believe that a violation of the Ethics Act has occurred — such as a revolving door or gift ban violation, prohibited political activity, sexual harassment, retaliation, or failure to cooperate with an OEIG investigation, the OEIG may also ask the Attorney General to file a complaint regarding this misconduct. After reviewing the OEIG's investigative materials, the Attorney General may file a complaint, on the OEIG's behalf, with the EEC.

If the EEC ultimately determines that a violation of the Ethics Act occurred, the EEC may impose an administrative fine or take other appropriate injunctive relief; the EEC's decision is subject to judicial review. EEC decisions on Ethics Act complaints can be found on the EEC's website: eec.illinois.gov.

In FY2026, the EEC publicly disclosed one decision wherein the EEC concluded that a former State employee violated the Ethics Act revolving door provisions:

25-EEC-003

The OEIG determined that a former AGR inspector violated the Ethics Act revolving door provisions. The AGR inspector twice requested revolving door determinations from the OEIG to work at a meat processing plant, where he had supervised, reviewed, and approved regulatory actions regarding the plant. Accordingly, the OEIG twice restricted the inspector from accepting future employment at the plant. When the inspector requested a third revolving door determination, he represented that he would be working for a restaurant, rather than the processing plant, and the OEIG issued a "not restricted" determination.

"Respondent's violation is both clear and egregious in nature: By submitting a deceptive revolving door determination request which falsely identified [the restaurant] as his prospective employer, Respondent intentionally obfuscated the nature of his prospective employment in a misguided effort to avoid the restrictions set forth in the Ethics Act."

However, the OEIG discovered during its investigation that the inspector was actually working at the processing plant instead of the restaurant, and the plant had paid the former inspector a total of $13,755.

The OEIG, through the Attorney General, brought a complaint to the EEC alleging that the inspector violated the Ethics Act revolving door provisions when he knowingly received compensation from the meat processing plant within one year after leaving State employment, despite having participated personally and substantially in the licensing or regulation of the meat processing plant within one year prior to his termination of his State employment.

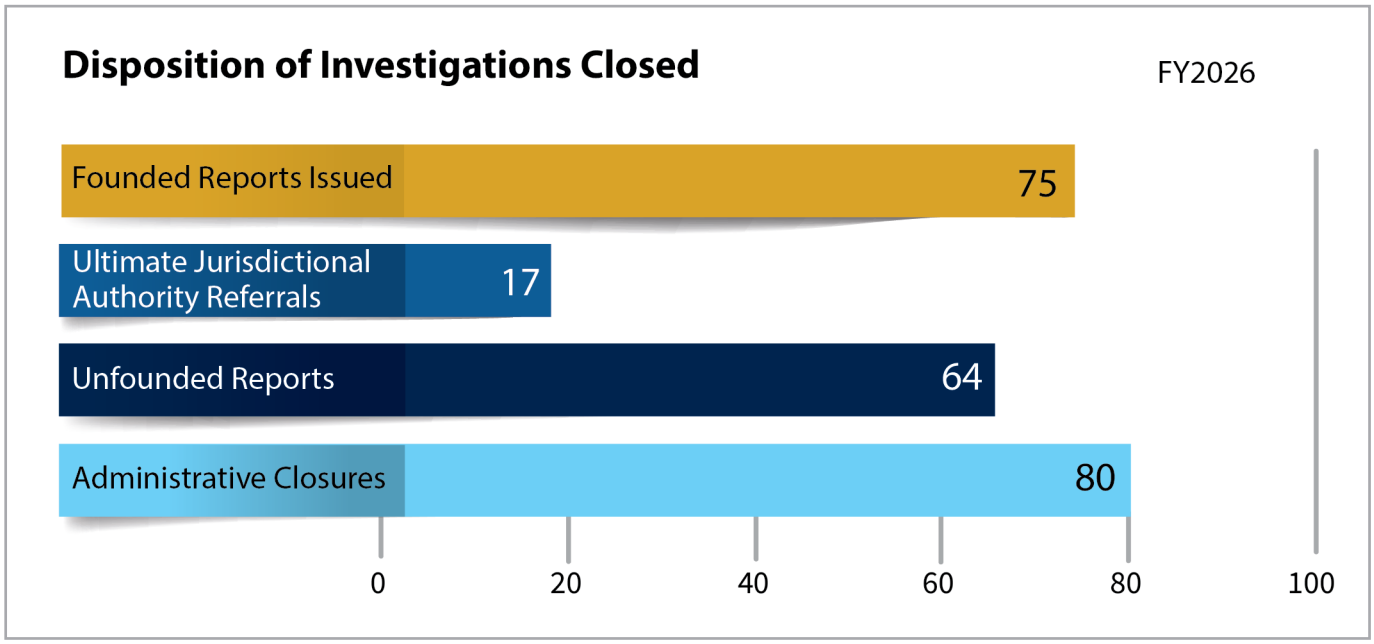
The EEC granted the parties' Joint Motion for Summary Judgment and described the AGR employee's violation as "clear and egregious in nature[.]" The EEC imposed a fine based on the amount of compensation received from the plant and an additional $2,500, for a total fine of $16,255.

Closing OEIG Investigations Without a Violation

If the OEIG determines there is insufficient evidence to reasonably believe that a violation of law or policy has occurred, it issues an unfounded report that consists of a written statement to the EEC summarizing its decision to close the matter. Alternatively, the OEIG may "administratively close" an investigation for various reasons, including, for example, when the agency has already adequately investigated and/or addressed all of the allegations, or the OEIG discovers a pending lawsuit or criminal investigation that involves the same allegations.

Referrals to the Ultimate Jurisdictional Authority (UJA)

If after completing an investigation the OEIG does not make any findings of wrongdoing regarding an allegation, but the investigation has revealed procedural or systemic flaws that should be addressed, the OEIG may close the investigation and refer these issues to the UJA or relevant agency with recommendations to take administrative action.



In FY2026, there were **17** instances in which the OEIG made a referral to a UJA. **12** of these UJA referrals were to the Governor's Office.

The following are summaries of several referrals to which the OEIG requested a response from the Governor's Office:

- **OEIG Case No. 23-02971**: In this investigation, the OEIG examined an allegation that a State university employee was using contract funds for a research center to pay salaries,

expenses, and research activities unrelated to that contract. The OEIG's investigation revealed that the State university had agreements for the research center with three other State agencies. The evidence gathered in the investigation revealed that the State university did not require the State university employee to report his time, did not require the students working under the agreements to work a set schedule or report their times in and out, and only required the hourly paid students to report their total hours worked on a daily basis. Additionally, the work completed under the agreements was not specifically tracked or recorded and the required reporting documents lacked specificity and only reported general information and/or total hours worked by an individual or group of students.

The OEIG recommended that the State university work with the research center to ensure it appropriately tracks and maintains more specific documentation to support the reported work being performed and hours worked under future agreements to ensure that grant funds are being properly used. In response, the State university reported that the research center was transitioned to the university system and under a new purview, and the insights in the OEIG's referral letter would be considered as the transition continued.

The OEIG also recommended that the Office of the Governor work with the three State agencies to consider that they require more specific documentation to support the reported work being performed and hours worked under the future program agreements with the State university, to ensure that State grant funds are being properly used. The Governor's Office responded that it worked with the three agencies to implement changes and provided the OEIG with the agencies' responses, all of which reflected the agencies updated, or were in the process of updating, agreement provisions to require additional supporting documentation detailing the hours worked by employees.

- **OEIG Case No. 24-00762**: In this investigation, the OEIG examined allegations about a State agency's practices affecting students (and prospective students) with disabilities. During the investigation, the OEIG identified issues with the agency's practices that could have the effect of improperly excluding applicants and students with disabilities, including in its admissions processes and procedures for non-academic accommodations.

  As such, the OEIG recommended that the Governor's Office further evaluate the issues to ensure compliance with state and federal law. In response, the Governor's Office reported that the agency: (1) discontinued having application questions and pre-admission interviews that could have singled out individuals with disabilities, and planned to revise related training materials to emphasize the agency's obligations under state and federal anti-discrimination laws; (2) would start tracking both academic and non-academic supports for students with disabilities, and implement a process to document all academic, residential, and medical accommodations, as well as accommodation denials; (3) launched a new accommodations website meant to serve as a central repository of information, including how to request accommodations; and (4) committed to retaining an outside

expert to review admissions and accommodations decisions for the 2026-2027 academic year.

- **OEIG Case No. 24-00857**: In this investigation, the OEIG examined allegations about the practices of training instructors at a State agency facility, including the award of required annual training credits to employee trainees. Evidence gathered during the investigation showed that although employees signed in for their training sessions at the beginning of the workday and were awarded eight hours of training credit, there were frequent instances when employees were dismissed early from training. In some cases, the employees were dismissed hours early. While there was no evidence that training curriculum was not covered during the training sessions, the early dismissals indicated that the curriculum did not align with eight hours of training credit.

  The OEIG recommended that the Office of the Governor work with the agency to ensure its training curriculum corresponds to the eight-hour training day credits required by agency policy. The Governor's Office responded that the agency had conducted a review of its curriculum and determined that some of the training topics were inapplicable to certain categories of employees. The agency made adjustments to its training, adopted a revised curriculum for those employees, and planned to implement a new training schedule for them. Furthermore, the agency's training academy planned to issue back-up materials to instructors to use in filling any time that remains after completing curriculum topics.

Regional Transit Board (RTB) Investigations Division

In July 2011, the OEIG became the executive inspector general for the Chicago Transit Authority (CTA), Regional Transportation Authority (RTA), Metra, and Pace, which are collectively known as the Regional Transit Boards (RTBs). The OEIG's jurisdiction encompasses the employees, board members, officers, agents, and contractors of the RTBs. As of June 2026, the RTBs employed approximately 18,000 individuals.

In December 2011, the OEIG established a division specifically dedicated to investigating allegations of misconduct relating to the RTBs. The OEIG's RTB Division is funded through the Public Transportation Fund and has an authorized headcount of **13** that includes experienced investigators and attorneys.

Since the OEIG assumed oversight of the RTBs, it has received a combined total of approximately **3,820** transit-related complaints, leading to **381** investigations of allegations involving procurement and hiring improprieties, conflicts of interest, fraud, misuse of agency resources, time abuse, secondary employment, and violations of agency policies, among other topics. Complaints involving customer-service issues are typically referred to the relevant RTB.

Upcoming Changes

In the summer of 2026, the Northern Illinois Transit Authority (NITA) Act went into effect after being signed into law in December 2025. The NITA Act makes several changes to transit structures, such as creating task forces, committees, and laws regarding safety, governance, accountability, and transit funding and operations. The NITA Act also includes several important changes that will affect the work of the RTB Division going forward, such as:

- Establishing NITA to replace the RTA. NITA is an RTB, pursuant to the amended Ethics Act, and the OEIG's jurisdiction will thus include NITA, its board, employees, and vendors that do business with the agency.
- Requiring the RTBs to immediately refer complaints or allegations of a violation of the Ethics Act to the OEIG.
- Requiring the RTBs to provide monthly activity reports to the EIG indicating, among other things, the number of complaints or allegations received by the RTB and a description of each complaint. The NITA Act states that the EIG has the authority to assume responsibility and investigate any complaint or allegation received by an RTB.

- Making retaliation an Ethics Act violation by indicating that Article 15 of the Ethics Act—Whistle Blower Protection—now applies to the RTBs. Prior to this amendment, RTB retaliation allegations were only covered by other laws and agency policies.
- Adding consequences for RTB Board members who fail to take required Ethics Act trainings. Specifically, the NITA Act provides that, with limited exception, any Board member who does not timely complete the ethics training or harassment and discrimination prevention training required by the Ethics Act is not eligible to serve on their respective Board(s).

The OEIG looks forward to working with NITA, and the other RTBs, as these changes are implemented.

RTB Investigations - FY2026

In FY2026, the OEIG received **204** RTB-related complaints, opened **19** RTB-related investigations, and issued **29** founded summary reports. The OEIG also referred two investigations to the relevant UJA.

The EEC made a total of **43** RTB-related founded summary reports available to the public. A summary of one of those reports is below. Full reports are available on the OEIG website: oeig.illinois.gov.

OEIG Case No. 23-02838

The OEIG investigated allegations that a Pace Bus Operator worked full-time for Pace during the same hours she was supposed to be providing home healthcare services to another individual through the DHS Home Services Program (HSP) as a personal assistant (PA).

Investigators reviewed the Bus Operator's Pace and HSP timekeeping records for several months and found that the time she reported working for Pace overlapped with the time she reported working as a PA on at least 84 days between January and July 2023, accounting for over 270 hours in total. At her hourly PA rate of $17.25, the Bus Operator thus made at least approximately $4,700 from the HSP during times she was also working for Pace.

During her OEIG interview, the Bus Operator stated that she was not aware of any time when she reported to be working for both Pace and the HSP at the same time. However, the Bus Operator admitted that she did not clock herself in or out when working as a PA and did not complete her own PA timesheets; rather, the individual for whom she was providing home healthcare services clocked her in and out and completed her timesheets after having her sign blank copies. The Bus Operator further said she never had a chance to review her PA timesheets before they were submitted. When shown several of her PA timesheets, the Bus Operator admitted they could not be accurate. Further, when informed that records showed she was clocked in for Pace and the HSP at the same time on numerous occasions, totaling hundreds of hours, the Bus Operator said she was not aware of this but maintained she does not work for the HSP while working for

Pace. The Bus Operator further claimed that she was not paid for HSP hours she did not work, yet admitted she does not know exactly how many hours she actually worked for the HSP.

Ultimately, the OEIG concluded that the Bus Operator violated HSP policies requiring truthful and accurate time reporting in her role as a PA. The OEIG further concluded that in failing to ensure government documents were accurate and accepting money for services potentially not rendered, the Bus Operator engaged in conduct unbecoming of a Pace employee. Finally, the OEIG found that the Bus Operator failed to report her HSP work as secondary employment in violation of Pace policies. Given this, the OEIG recommended that Pace take whatever action it deemed appropriate with respect to the Bus Operator and in response, Pace suspended her for 20 days.

PPP Loan Fraud

The EEC made **42** PPP-related founded summary reports involving RTB employees available to the public during FY2026. The following chart depicts information about the subjects of those reports and the loans they obtained.

Case No.	Agency	RTB Job Title	Total PPP Loan Amount
22-03027	CTA	Bus Operator	$20,832
22-03029	CTA	Universal Rail Supervisor II	$20,520
23-00985	CTA	Senior Manager, Maintenance – Rail	$46,510
23-02561	CTA	Customer Service Representative	$20,832
23-02959	CTA	Customer Service Representative	$41,466
24-03236	CTA	Manager, Maintenance – Rail	$20,415
25-00172	CTA	Manager of Bus Operations	$20,000
22-03017	Metra	Dispatcher	$20,037.50
23-01719	Metra	Locomotive Engineer	$18,250
24-00237	Metra	Shop Superintendent	$20,832
24-00239	Metra	Communications Customer Service Supervisor	$20,833
24-00337	Metra	Conductor	$20,833
24-00481	Metra	Mechanical Laborer	$16,665

Case No.	Agency	RTB Job Title	Total PPP Loan Amount
24-00529	Metra	Mechanical Foreman	$39,500
24-02718	Metra	Assistant Supervisor of Locomotive Engineers	$20,832
24-02724	Metra	Janitor Lead	$41,666
24-02739	Metra	Coach Cleaner	$20,833
24-03223	Metra	Warehouse Clerk	$20,832
24-03227	Metra	Mechanical Machinist	$20,832
22-03019	Pace	Bus Operator	$41,666
23-00989	Pace	Superintendent of Transportation I	$15,625
23-00991	Pace	Safety and Training Manager I	$20,000
23-02116	Pace	Operations Administrator II	$20,415
23-02118	Pace	Dispatcher	$41,664
24-01363	Pace	Bus Operator	$41,664
24-01366	Pace	Bus Operator	$20,832
24-01367	Pace / CTA	Bus Operator	$20,832
24-01371	Pace	Bus Operator	$20,832
24-01372	Pace	Bus Operator	$20,832
24-01373	Pace	Bus Operator	$20,832
24-01374	Pace	Bus Operator	$41,666
24-01375	Pace	Bus Operator	$20,833
24-01378	Pace	Bus Operator	$41,666
24-01552	Pace	Bus Operator	$40,832
24-01605	Pace	Bus Operator	$17,915
24-01743	Pace	Bus Operator	$20,000
24-01746	Pace	Bus Mechanic	$20,625
24-01747	Pace	Bus Operator	$20,140
24-01749	Pace	Bus Operator	$20,832
24-01752	Pace	Bus Operator	$20,832
24-01754	Pace	Bus Operator	$20,000
24-01755	Pace	Bus Operator	$20,000

Hiring & Employment Monitoring (HEM) Division

The Executive Inspector General created the Hiring & Employment Monitoring (HEM) Division in 2016 to fulfill the OEIG's statutory mandate to "review hiring files and employment files of each State agency within its jurisdiction to ensure compliance with Rutan v. Republican Party of Illinois … and with all applicable employment laws." 5 ILCS 430/20-20(9). In accordance with this statutory authority and the State's Comprehensive Employment Plan (CEP), HEM conducts compliance-based reviews of State hiring and employment processes and decisions, and provides recommendations. HEM also works with agencies to implement these recommendations.

Desk Audits & Hiring Sequence Monitoring

HEM utilizes several methods to evaluate whether the State's hiring practices and processes continue to comply with the CEP and other governing authority, including conducting desk audits and engaging in hiring sequence monitoring.

HEM selects hiring sequences to audit or monitor from its review of agency postings in SuccessFactors, CMS Compliance or State human resources personnel requests or discussions, complaints filed with the OEIG, or HEM-initiated systemic reviews.

When conducting a desk audit, HEM reviews all documentation related to the sequence - including relationship disclosures, validation and screening decisions, interview notes, candidate scores and rankings, bypass requests, and offers - to ensure the selection decision was merit-based and justifiable.

In FY2026, HEM conducted **58** desk audits, and monitored **8** sequences

At the conclusion of a hiring review, HEM issues a written Advisory to the hiring agency and CMS, and also forwards a copy to the Governor's Office. Summaries of these Advisories can be found in HEM's quarterly and annual reports.

In FY2026, HEM issued **80** Advisories.

The following are some highlights as a result of these reviews:

- **25-HEM-0011 – IGB Office Coordinator:** HEM conducted a desk audit review of the hiring sequence for an Office Coordinator at the Illinois Gaming Board (IGB). In response to HEM's review and recommendations, IGB agreed to ensure that all sequence participants, including Subject Matter Experts (SMEs), understand position duties and responsibilities and what applicant information should be consistently assessed and relied upon.
- **25-HEM-0080 – HFS Integrated Eligibility System (IES) Manager:** As a result of its desk audit review of this sequence, which included HFS bypassing the top- and fourth-ranked candidates on the purported basis that they falsified or failed to disclose criminal histories, HEM raised concerns with HFS's failure to seek bypass approval from CMS Compliance. In response, HFS confirmed that it will confer with CMS Compliance to obtain approval before issuing a final decision, even if an applicant does not respond to the preliminary decision.

Complaint Referrals

A complaint is often referred to HEM if it involves allegations of CEP violations or a breach of a hiring-related directive, procedure, or policy. If a violation is discovered that may have impacted the outcome of a hiring sequence, HEM can and routinely does intervene before, during, or shortly after the violation occurred to remedy the issues and prevent further problems from occurring.

A few highlights are described below.

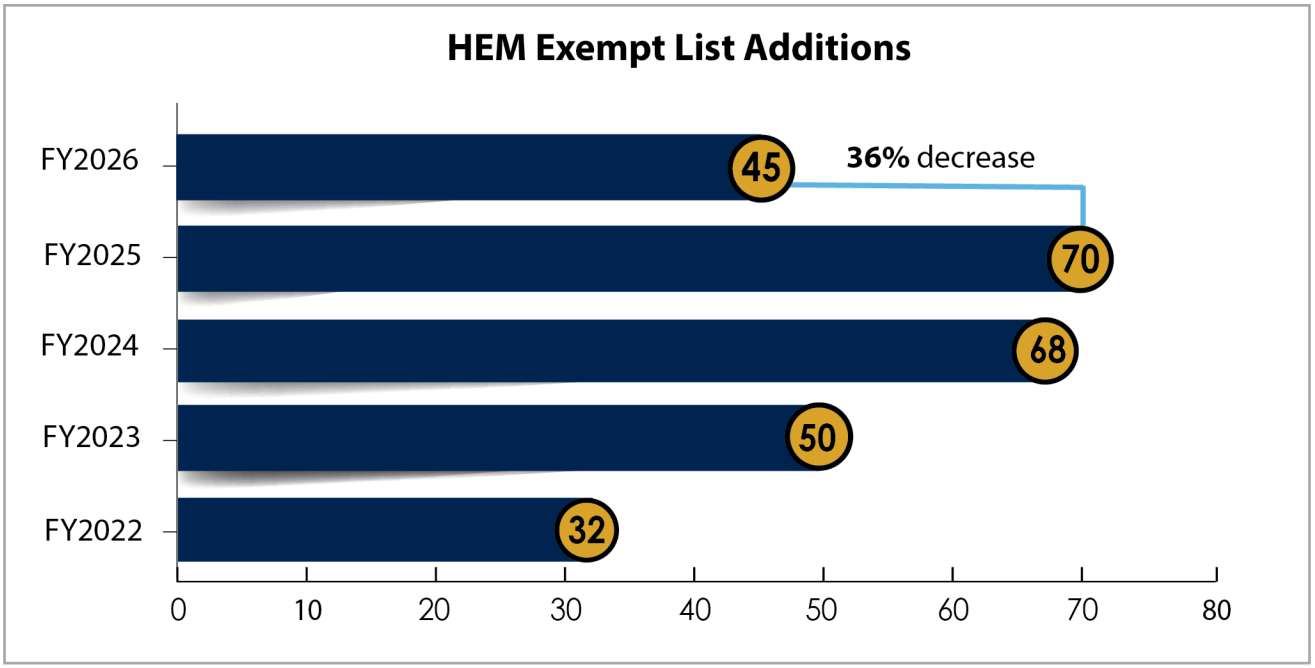
- **25-HEM-0039 – AGR Bureau Chief of Licensing & Administration:** In response to several complaint referrals, HEM reviewed this sequence and made several recommendations: ensuring the correct position description is used; documenting communications with participants on relationship disclosures; and ensuring that staff and SMEs understand when resumes can or should be used to determine applicant qualifications.
- **24-HEM-0089 – ISP HR Representatives:** HEM reviewed a hiring sequence for six vacant ISP HR Representative positions after it received a complaint referral alleging a conflict of interest between HR staff and one of the selected candidates. Although HEM found the selection decisions to be merit-based and justifiable, ISP responded to HEM's Advisory, stating it would implement four new Standard Operating Procedures (SOPs) regarding completing, reviewing and maintaining relationship disclosure forms.
- **25-HEM-0075 & 25-HEM-0077 – DHS Temporary Assignments:** HEM reviewed two temporary assignments (TAs), in response to complaints that the TAs were awarded in violation of IDHS's anti-nepotism directives. As a result of HEM's review, IDHS sought discipline of those employees who took employment action in favor of a relative.
- **26-HEM-0006 – AGE Program Specialist:** HEM was referred a complaint alleging that the Department on Aging (AGE) staff knowingly steered the selection for this position to the daughter-in-law of an AGE employee. As a result of what HEM found – which

included a failure to follow up with the AGE SME who revealed she was familiar with this applicant, yet was allowed to proceed without documenting or independent vetting of this relationship – AGE responded with a number of remedial steps it was taking, including incorporating the State of Illinois Code of Personal Conduct, and its anti-nepotism provisions, to its Employee Handbook.

Exempt List Oversight

Exempt positions can be filled on the basis of political or other non-merit considerations, assuming the candidates meet the minimum qualifications and are performing the work set forth in the respective Exempt List position description. As required by the CEP, the State maintains a finite and discrete list of exempt positions.

HEM reviews all requests for addition and deletion to the Exempt List for approval of, or objection to, the proposed change. In vetting these submissions, HEM conducts an in-depth, comprehensive review of all available information related to the position and request. Prior to making a final recommendation, HEM routinely communicates or meets with agency staff regarding questions about the proposed position's history, duties, reporting structure, and necessity.



The State's overall exempt percentage continues to be approximately **2.38%**.

Prior to starting employment, HEM also reviews all appointments of individuals to Exempt List positions, to ensure the proposed candidates meet the minimum qualifications of the specific position being filled.

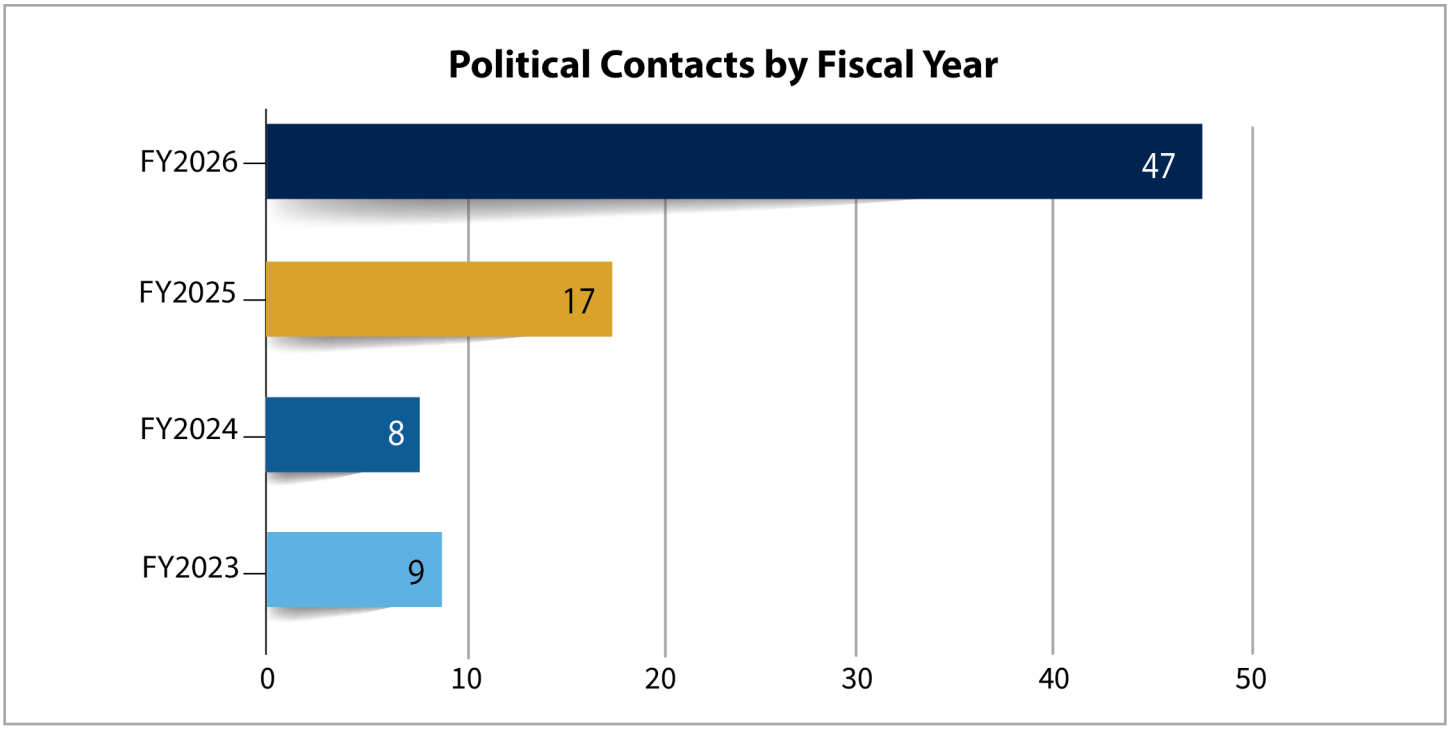
In FY2026, HEM reviewed the exempt appointment packets for **401** Exempt List incumbents.

Political Contacts

Under the CEP, State employees have an obligation to report any political contact received to CMS or HEM within 48 hours of receipt. The CEP defines a "political contact" as a communication by any means from or on behalf of an elected or appointed official of any political party attempting to influence any hiring or employment action for a non-exempt position.

In June 2025, HEM issued Advisory 25-HEM-0037 to IDOT regarding a communication received by an IDOT legislative employee that was not reported in accordance with the CEP political contact reporting procedures. Because HEM's conversations with IDOT staff identified some confusion as to the political contact reporting process, HEM recommended that IDOT develop internal guidance to help staff identify what a political contact is and understand reporting requirements. In response, the Governor's Office, CMS and IDOT provided training to legislative staff, with plans to roll out further training this fiscal year.

The following is a chart reflecting the number of political contacts reported in FY2023 – FY2026.



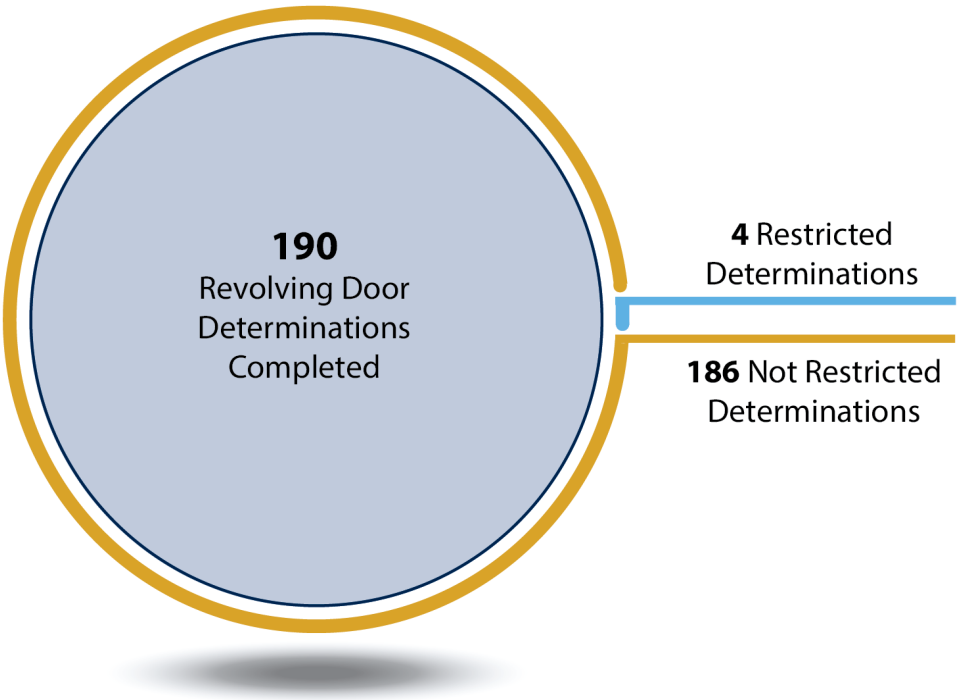
Quarterly & Annual Reports

As required by the CEP, HEM has issued 26 Quarterly Reports, six of which are combined in the HEM Annual Report, since FY2019. These reports contain more detailed information and data pertaining to HEM's and Investigations' hiring-related work during the calendar year reporting period. All of HEM's Quarterly and Annual Reports are available on the OEIG website: oeig.illinois.gov/publications/hem-reports.

Revolving Door

The revolving door provisions of the Ethics Act prohibit State employees from accepting non-State employment with, or receiving compensation from, a non-State entity, for "one year immediately after termination of State employment" if, within one year immediately prior to separation from State employment, the employee participated personally and substantially in the award or fiscal administration of State contracts, change orders, or grants with a cumulative value of $25,000 or more to their prospective employer, or in a regulatory or licensing decision directly applicable to their prospective employer. 5 ILCS 430/5-45(a) and (b).

Revolving Door Determinations Completed by OEIG
FY2026



OEIG Revolving Door Requirements for C-List Employees

Certain State employees whose positions may have the authority to participate personally and substantially in such contracting or regulatory decisions must seek a determination from the OEIG prior to accepting an offer of non-State employment. These employees are on what is known as the c-list (after subsection (c) of Section 5-45 of the Ethics Act). Ethics officers for agencies are generally responsible for maintaining and updating their agency's c-list.

C-list employees are required to be notified in writing by their agency of their designation and obligations pursuant to the Ethics Act. The duty to seek a determination from the OEIG continues for one year after leaving State employment.

Submitting an RD Application

After receiving completed request forms, the OEIG will make a revolving door determination within 10 calendar days indicating whether the employee is or is not "restricted" from accepting the employment opportunity. In making a determination, OEIG staff reviews information from the completed forms and may conduct interviews of the employee, the employee's supervisor, and others, as necessary. The OEIG also examines various records relating to any contracting, regulatory, or licensing decisions involving the employee. The OEIG issued **4** "restricted" determinations in FY2026.

Appeal of OEIG Determination

The OEIG's determination may be appealed to the EEC by either the affected employee or the Attorney General no later than 10 calendar days after the date of the determination. The EEC must then issue its decision within 10 calendar days. Although OEIG's revolving door determinations are generally not public, when a determination is appealed to the EEC, the EEC's decision of the appeal is made public.

In FY2026, of the four restrictions issued, one employee appealed the OEIG's "restricted" determination. The EEC upheld the OEIG's determination that the employee was restricted from accepting an employment opportunity on the basis that the employee had personally and substantially participated in contractual decisions. A summary of that appeal and decision follows.

Revolving Door Determinations

FY2026

Agency	Per Agency
Agriculture, Department of	4
Board of Higher Education	1
Capital Development Board	4
Central Management Services, Department of	1
Chicago Transit Authority	4
Children & Family Services, Department of	10
Commerce & Economic Opportunity, Department of	4
Commerce Commission	2
Corrections, Department of	3
Eastern Illinois University	1
Environmental Protection Agency	8
Financial & Professional Regulation, Department of	1
Governor's Office	3
Healthcare and Family Services, Department of	4
Human Services, Department of	9
Illinois Housing Development Authority	8
Illinois Power Agency	2
Illinois State University	3
Innovation & Technology, Department of	7
Insurance, Department of	3
Labor, Department of	1
Metra	3
Military Affairs, Department of	1
Natural Resources, Department of	2
Pace	1
Public Health, Department of	13
Regional Transportation Authority	1
Revenue, Department of	2
Southern Illinois University-Carbondale	2
State Board of Education	12
State Police	8
Teachers' Retirement System	8
Toll Highway Authority	5
Transportation, Department of	45
University of Illinois	2
Veterans Affairs, Department of	1
Western Illinois University	1
TOTAL:	190

26-EEC-001

This revolving door appeal involved an IDOT employee. IDOT and Hanson Professional Services (Hanson) had an agreement under which Hanson provided real estate negotiation, relocation, and appraisal consulting services. Under this agreement, funding was accessed through work orders and in 2025, IDOT issued seven work orders to Hanson.

On November 25, 2025, the revolving door applicant (Applicant), a Realty Specialist IV with IDOT, submitted an RD-101 for prospective employment with Hanson. The OEIG determined the Applicant was restricted from accepting Hanson's offer based on their participation in several Hanson work orders. The Applicant appealed the restricted determination to the EEC.

"Substantial participation" can occur "when, for example, the employee participates through the making of recommendations, investigating, or rendering advice." … Even a single act of participating in a critical step may be "substantial."

On appeal, the EEC upheld the OEIG's restricted determination. The EEC concluded that the Applicant personally and substantially participated in the award, fiscal administration, and issuance of five work orders to Hanson within the year preceding the Applicant's end of State employment. The Applicant argued that their participation was not personal or substantial because they did not make the final decision to award Hanson work orders. The record, however, reflected that the Applicant was involved in the initial determination of whether a work order was necessary, answered questions prior to the work orders' execution, and admitted to participating in discussions about issuing work orders. Based on these facts, the EEC determined that the Applicant "participated through the making of recommendations, investigating, or rendering advice and effectuated a step necessary to the ultimate award or issuance of the work orders."

Additionally, as required by the Ethics Act, the EEC examined the "effect of the prospective employment . . . upon the employee's contracting decisions." The EEC highlighted that the Hanson work orders at issue were awarded after the Applicant reached out to Hanson about prospective employment. The work order with the greatest value was executed three months prior to the Applicant receiving an offer, the last of the work orders in which the Applicant was involved was executed two months prior to receiving an offer, and one month prior to receiving the offer the RD Applicant participated in a decision to pay Hanson even though Hanson did not end up doing all the work contemplated for under a work order. The EEC concluded that the proximity of the issuance of Hanson's work orders and the Applicant receiving an offer of employment made it exactly the kind of situation that presented at least an appearance of impropriety.

Duty to Cooperate with the Revolving Door Process

Although the OEIG only restricted four (or approximately 2%) of revolving door applicants in FY2026, it is imperative that employees cooperate fully during the determination process. A case further investigated by the OEIG illustrates the consequences of failing to provide the OEIG with accurate and complete information during the revolving door investigative process.

25-EEC-003

The OEIG, through the Attorney General, filed an Ethics Act violation with the EEC against a former Illinois Department of Agriculture (AGR) inspector. The AGR inspector twice requested revolving door determinations from the OEIG regarding work at a meat processing plant. As an AGR inspector, the employee supervised, reviewed, and approved regulatory actions regarding the plant, including the issuance of a report which resulted in a 90-day abeyance of plant operations. Accordingly, the OEIG twice restricted the inspector from accepting future employment at the plant. When the inspector requested a third revolving door determination, he represented that he would be working for a restaurant, rather than the plant; the OEIG issued a "not restricted" determination. However, as the OEIG discovered in a further investigation, and the EEC ultimately concluded the inspector was actually working for the plant rather than the restaurant.

The EEC imposed a fine based on the compensation received from the plant and an additional $2,500, for a total fine of $16,255.

State Employee Training

Per the Ethics Act, the OEIG oversees the ethics training and harassment and discrimination prevention training for the entities under its jurisdiction. Each year, the OEIG oversees these two types of trainings for the agencies under the Illinois Governor, the nine State universities, Regional Transit Boards (RTBs), and the Regional Development Authorities. All State employees, officers, and members are required to take training annually, and new employees, appointees, and officials are required to take these trainings within 30 days of commencing their employment. The data presented in this section is based on the prior calendar year, calendar year 2025, because training compliance is measured by calendar year and not fiscal year.

Ethics Training



Each year, the OEIG drafts and designs the ethics training for the agencies under the Governor and the RTB Board members. In calendar year 2025, the OEIG directly provided more than 68,000 online ethics training sessions for the agencies under the Governor.

In addition to developing ethics training, the OEIG also drafts the ethics training standards to ensure quality training programs. The ethics standards require training to educate State employees on specific laws and rules. Some of the topics the OEIG required for calendar year 2025 ethics trainings included:

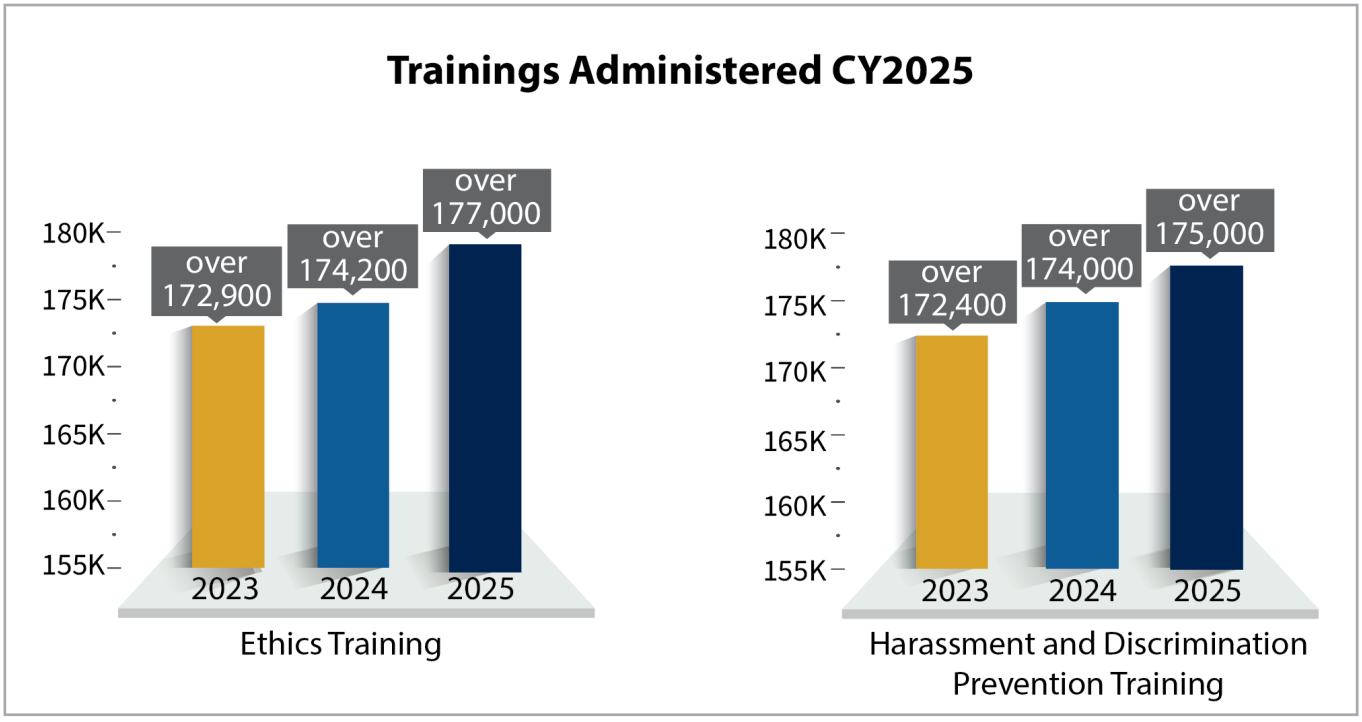
- revolving door;
- gift ban;
- retaliation;
- official misconduct;
- the role of ethics officers;
- how employees can report ethics violations; and
- procurement rules.

Further, the OEIG reviews ethics training programs created by entities under its jurisdiction and approves those trainings. In calendar year 2025, the OEIG reviewed and approved 29 ethics training programs. For all entities under the OEIG's jurisdiction, it was reported that individuals completed over 177,000 ethics training sessions during calendar year 2025.

Harassment and Discrimination Prevention Training

Since 2022, the OEIG has overseen the harassment and discrimination prevention training for the agencies under its jurisdiction. As part of overseeing this training, the OEIG works closely with entities under its jurisdiction to ensure they understand the training requirements outlined in the Ethics Act, as well as any amendments to the Illinois Human Rights Act. For example, before the 2026 training commenced, the OEIG sent letters detailing the training requirements, recent legal changes that impact the training, and sample training materials to assist entities in drafting their trainings.

In calendar year 2025, the OEIG reviewed and approved 30 harassment and discrimination prevention training programs. For all entities under the OEIG's jurisdiction, it was reported that individuals completed over 175,000 harassment and discrimination prevention training sessions during calendar year 2025.



External Training

The OEIG conducts training beyond what is specifically required by the Ethics Act. The following are examples of this training in FY2026.

Ethics Officer Conference

At the August 2025 Ethics Officer Conference hosted by the EEC. OEIG staff presented on key ethics topics. Assistant Inspector General Janelle Skaloud co-presented on the topic, "Secondary Employment: Opportunities and Pitfalls," which addressed the implications of State employees holding outside employment and discussed best practices for State agencies. Also, former Assistant Inspector General Lisa Burns co-presented a session spotlighting recent noteworthy investigations.

New Ethics Officer Orientations

In furtherance of the OEIG's duty to assist and coordinate the ethics officers in the agencies under its jurisdiction, the OEIG continued to host orientation sessions for newly appointed ethics officers of agencies under the OEIG's jurisdiction. In FY2026, the OEIG hosted orientation sessions for 14 new ethics officers.

The goal of these orientation sessions is to provide new ethics officers with information about their roles and the expectations of the OEIG. All recently appointed ethics officers receive an invitation to attend a voluntary orientation session. During the sessions, the OEIG provides information and documents about the Ethics Act trainings, revolving door process, and OEIG investigations, among other information.

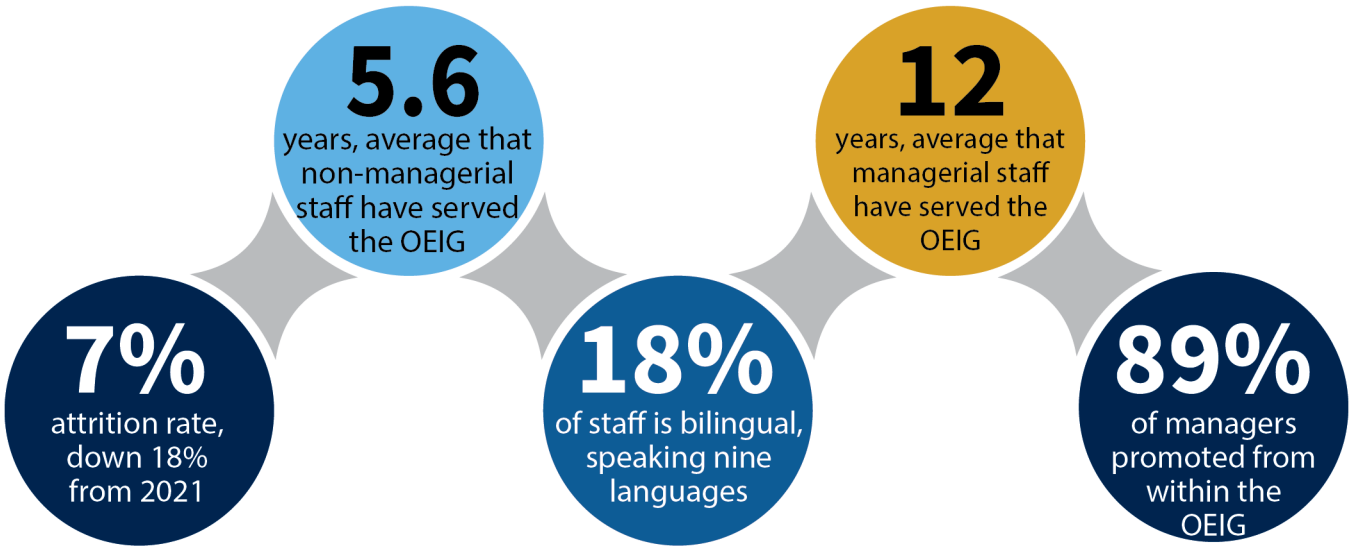
OEIG Personnel

The Office of Executive Inspector General employs a dedicated group of public servants who are resolute in the agency's mission to serve the interests of the public by ensuring accountability in State government. The OEIG is devoted to the highest standards of quality and professionalism and is committed to safeguarding governmental operations, which directly impacts those we serve.

We are committed to creating a diverse, equitable, inclusive, and accessible workplace. That commitment establishes a workplace culture that values each employee and their part in creating better State government.

Some facts about the OEIG's dedicated talent are:

- the OEIG attrition rate was 7% in FY2026, down from 25% in 2021;
- OEIG non-managerial staff have served the OEIG for an average of 5 years and 7 months;
- 18% of staff is bilingual, speaking nine different languages;
- OEIG managers have served the OEIG for an average of 12 years; and
- 89% of managers have been promoted from within the OEIG.



Staff Experience

While the OEIG focuses on investigative, compliance, and training work, our employees' various professional backgrounds and experiences bring diverse perspectives to our Office. For example, many of our employees have completed degree programs in criminal justice and political science, but other areas of study have included biology, business, communications, East Asian Studies, information technology, journalism, law, philosophy, and sociology.

In addition, staff members, depending on their specific position, may have certificates as an Investigator, Interviewer or Fraud Examiner, or may be licensed as a paralegal or an attorney. Some current and previous OEIG employees have the following professional backgrounds and experiences:

- Judicial law clerk
- Law enforcement operations and administration
- Military
- Information technology
- Court advocates
- Attorney in private practice and the public sector
- Internal investigations in public and private sector
- Prosecutor
- Human resources professional
- Administrative law judge
- EEO investigator
- Accountant
- Probation officer

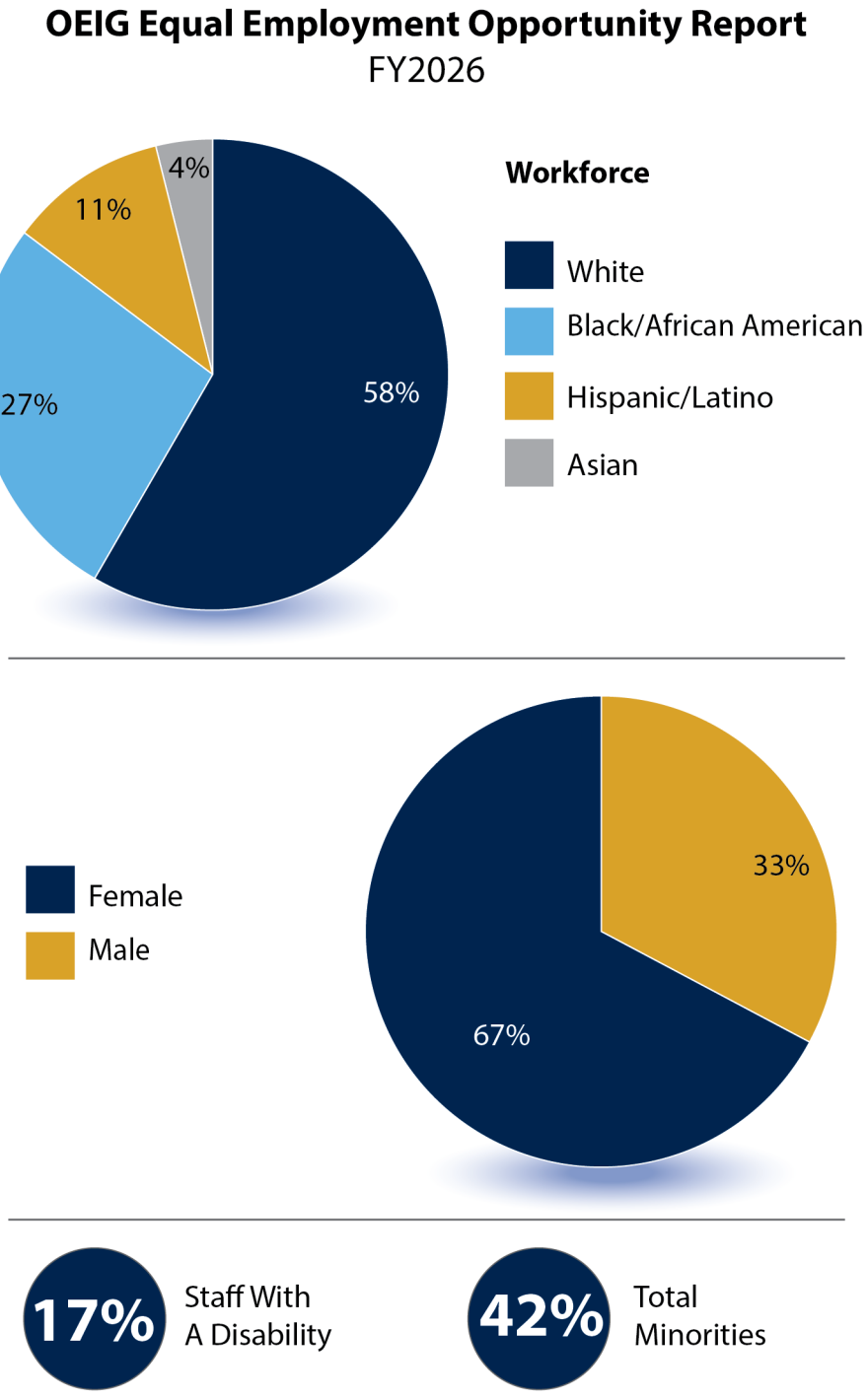
Language Fluency

OEIG staff have fluency in several languages. Indeed, 18% of staff is bilingual, speaking nine different languages. Those languages include:

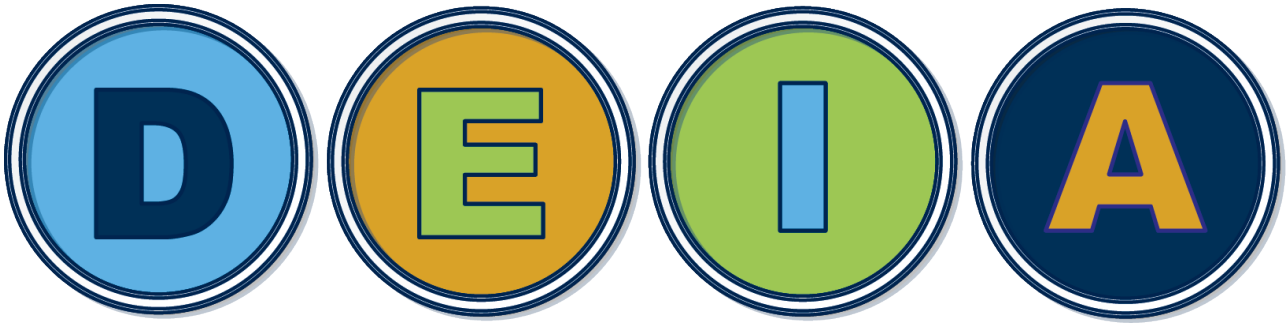
- Spanish;
- Bulgarian
- German;
- Russian;
- French;
- Lithuanian;
- Polish;
- Italian; and
- Hindi.

FY2026 Equal Employment Opportunity/ Affirmative Action Report

The OEIG FY2026 EEO/AA report is reflected in the following data:



OEIG's Diversity, Equity, Inclusion, & Accessibility Efforts



The OEIG maintains an active internal Diversity, Equity, Inclusion, & Accessibility (DEIA) Working Group. This Working Group is comprised of OEIG employee volunteers from each division who work together to brainstorm, research, and implement steps to make the OEIG a more inclusive and equitable working environment that celebrates differences. The DEIA Working Group's focus areas include:

1. mentorship & development;
2. employee connection;
3. training; and
4. recruitment and hiring.

For more information about the DEIA Working Group, please see the OEIG website: oeig.illinois.gov/about/equal. It contains the DEIA Working Group's previous year-end reports, among other information.

The DEIA Working Group

DEIA INITIATIVES

- Provided leadership training to managers. This training included breakout rooms and thoughtful discussions about how we lead.
- Established an internal mentorship program that is open to all OEIG employees.
- Hosted events that allow staff to share more of their identity and connect with each other. For example, an office heritage potluck.
- Updated OEIG position descriptions to ensure they are written with a focus on inclusivity.
- Standardized onboarding procedures for new employees to ensure inclusive connection in a hybrid work environment.
- Attended job fairs and expanded where the OEIG posts employment opportunities.
- Developed OEIG Connect – a discussion group open to all employees that meets to discuss issues related to marginalized groups.
- Developed New Employee Day to allow connections with senior staff and colleagues, and learn more about the OEIG's history.
- Established a monthly internal newsletter featuring holidays, cultural events, and important dates of recognition.
- Coordinated DEIA training workshops led by external experts for all staff.
- Created strategic plans for the DEIA Working Group to effectively align our resources with our goals.
- Researched best practices for accessibility and made updates to our website, employment application, and processes.

Mentorship & Development



The DEIA Working Group continued to maintain an internal mentorship program available to all OEIG employees. This voluntary program works to provide support, guidance, development, leadership, and community for both mentees and mentors through one-on-one and group mentorship activities. The mentorship program is mentee driven and designed to allow mentees to establish their own uniquely tailored developmental goals that can be achieved through one-on-one mentorship. The mentee and mentor are paired for a period lasting between six and nine months, depending on the goals and plan they develop. The feedback from end-of-program surveys is overwhelmingly positive. Each year, new staff participate and report that it is a very beneficial and productive use of their time.

Employee Connection



The DEIA Working Group also continued to facilitate OEIG Connect—consisting of internal, voluntary meetings designed to discuss issues regarding marginalized groups and identities, such as race, gender, and ability. Before these discussions, the staff leading the Connect meeting circulate questions and topics, articles, and/or podcasts for review. OEIG Connect was developed to create an open forum for employees to share their identities, hear from others, and be seen as their whole selves. OEIG Connect is part of the DEIA Working Group's mission to build a community that talks openly and listens to other voices discussing topics related to diversity, equity, inclusion, and accessibility. This year the three Connect sessions included the topics of intersectionality, generational diversity, and mental health awareness. All OEIG employees are invited to participate by listening or sharing and come together with the goal of connecting on a personal level with colleagues.

Another way the Working Group fosters connection is through a monthly email. Each month, the DEIA Working Group circulates information regarding holidays, cultural events, and important dates of recognition. The goal of this distribution is to ensure our employees are seen and heard by recognizing and celebrating the diversity that makes our Office great.

DEIA Training



Each year the DEIA Working Group strives to deliver an office-wide training on a DEIA topic to promote education and discussion of diversity, equity, inclusion, and accessibility. During FY2026, the DEIA Working Group organized a training on generational diversity. On October 15, 2025, all OEIG staff participated in an in-person training titled, "Building Stronger Multi-Generational Teams" facilitated by Catherine Popowitz. This training included an overview of communication styles, methods for resolving conflicts, and socialization and values across multiple generations. The training included paired discussion, large group discussion, and lecture. The topic of generational diversity is especially relevant because our office is fortunate to have representation from four generations.

Recruitment & Hiring



During FY2026, the Working Group brought DEIA best practices to recruitment and hiring efforts. We continued to implement our inclusive onboarding plan, expanded recruitment efforts, and hiring process plan.

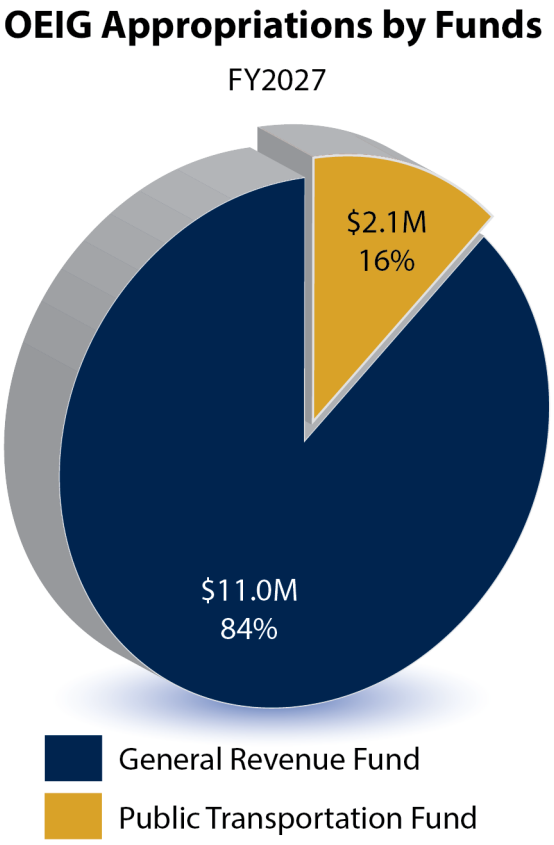
Accessibility Efforts



The OEIG has taken several steps to ensure its documents and website are more accessible. An important goal of this effort is to meet the needs of persons with disabilities for reading and understanding documents and webpages. To achieve this goal, the OEIG researched best practices and legal guidelines and recommendations for accessibility. It implemented new formats for documents to comply with best practices and standards and performed audits of public webpages to identify opportunities to improve accessibility. As part of this effort the OEIG also conducted in-person trainings of staff to discuss the importance of accessibility and train them on the new methods for drafting documents.

Finance

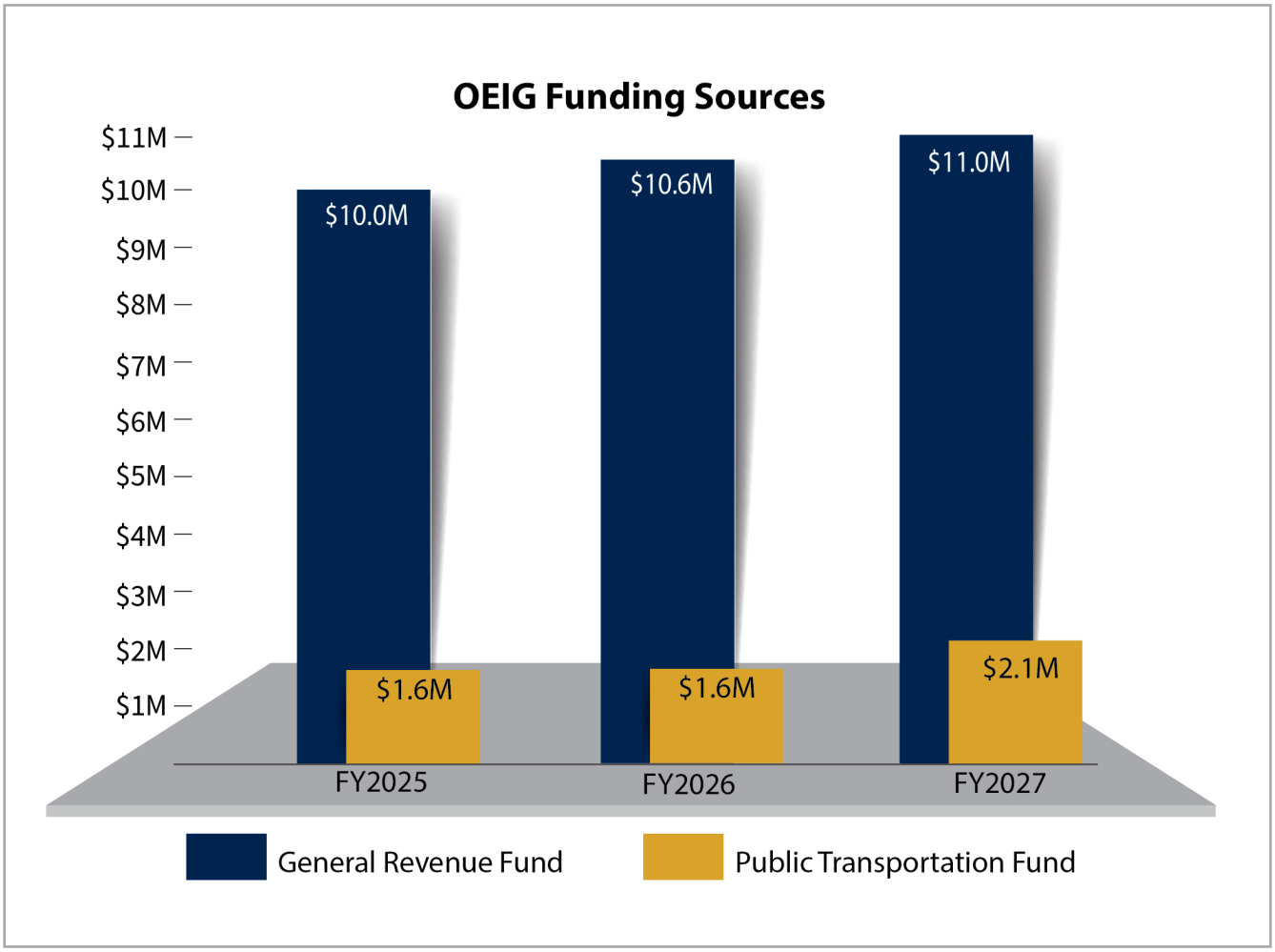
In June 2026, Public Act 104-0464 was signed into law. This law appropriated $10,980,500 from the General Revenue Fund (GRF) and $2,089,600 from the Public Transportation Fund (PTF) for the OEIG's FY2027 ordinary and contingent expenses.



The FY2027 GRF appropriation increased by 3% from $10.6M in FY2026 to $11M, providing resources to support a modest cost of living adjustment for staff and reinforcing OEIG's commitment to maintaining a highly qualified workforce.

For the first time in more than 10 years, the Public Transportation Fund received a budget increase. The FY2027 appropriation increased from $1.6M to $2.1M, enhancing OEIG's oversight of the Regional Transportation Authority, Chicago Transit Authority, Metra, and Pace. This increased appropriation will expand staffing capacity and strengthen the OEIG's ability to promote integrity, transparency and accountability in State government.

Historical GRF and PTF Appropriations



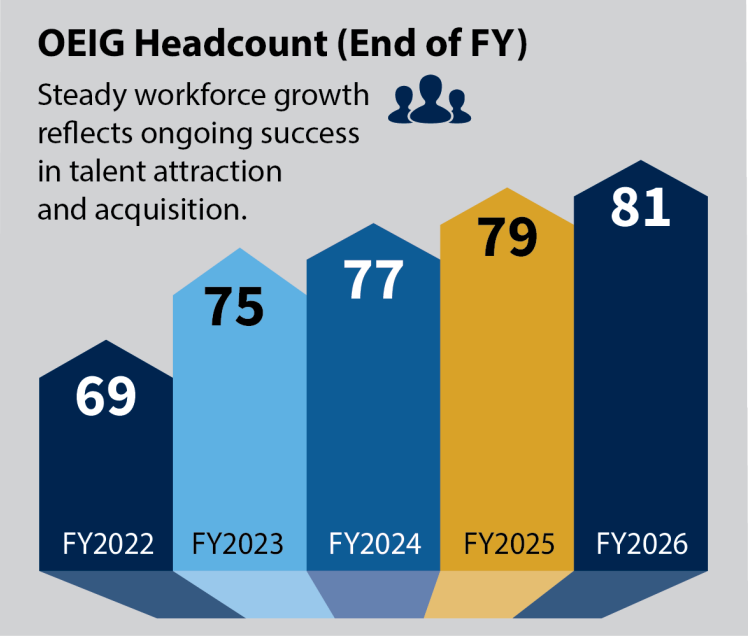
The above graph shows three years of historical GRF and PTF appropriations. The GRF has received nominal increases steadily, primarily to support necessary increases in salary and to maintain the OEIG's statutory responsibilities. The OEIG has achieved several key objectives over the years, which include hiring additional staff members, providing competitive salary adjustments to retain our highly skilled team, investment in staff training and development, and upgrading critical IT infrastructure.

Following years of flat funding, the FY2027 PTF appropriation reflects recognition of the OEIG's growing staffing needs and expanded oversight responsibilities.

Agency Headcount

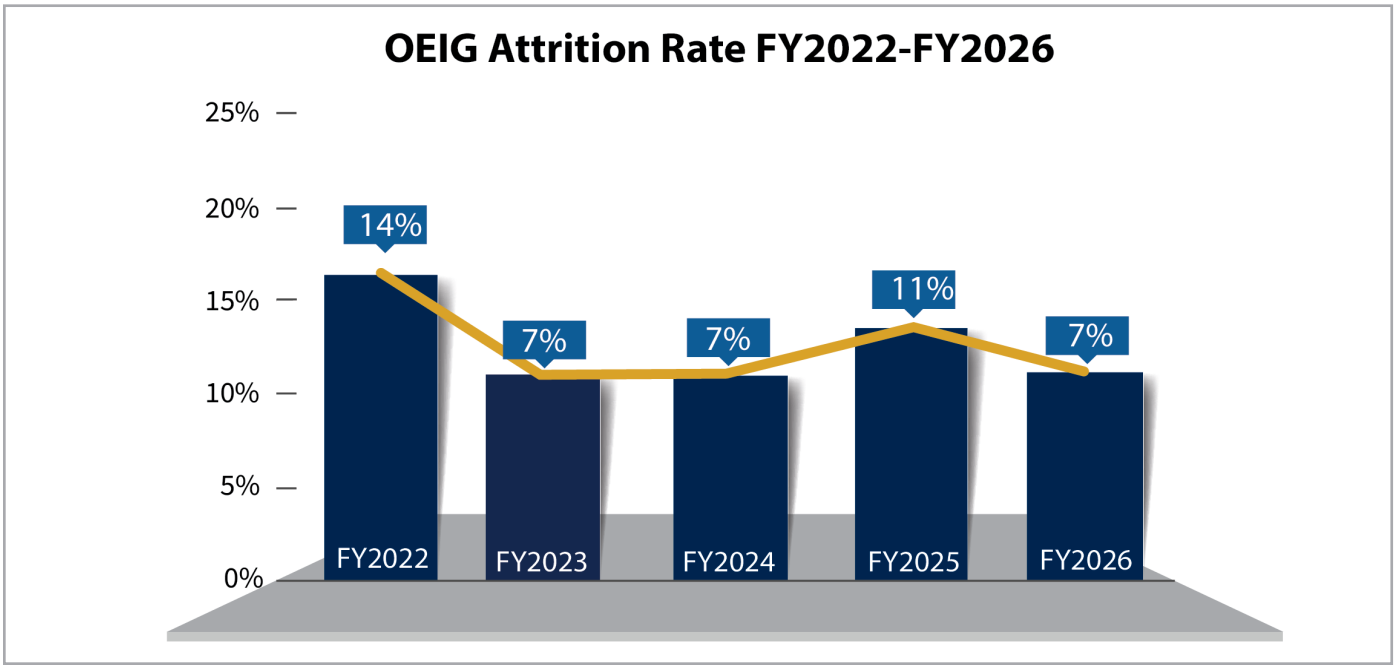
Over the past five fiscal years (FY2022 – FY2026), the OEIG has demonstrated consistent and strategic growth in staffing, increasing headcount from 69 to 81. This upward trend reflects intentional actions to strengthen operational capacity and ensure a stable and motivated workforce dedicated to upholding the integrity and mission of the office.

Staff retention has also remained strong, reflecting continued success in fostering a positive and stable workforce. The attrition declined from 25% in FY2021 to 7% in FY2026. This sustained improvement reflects OEIG's continued investment in its employees and its commitment to attracting and retaining the talented professionals who advance the agency's mission of promoting integrity and accountability in State government.



OEIG Attrition Rate

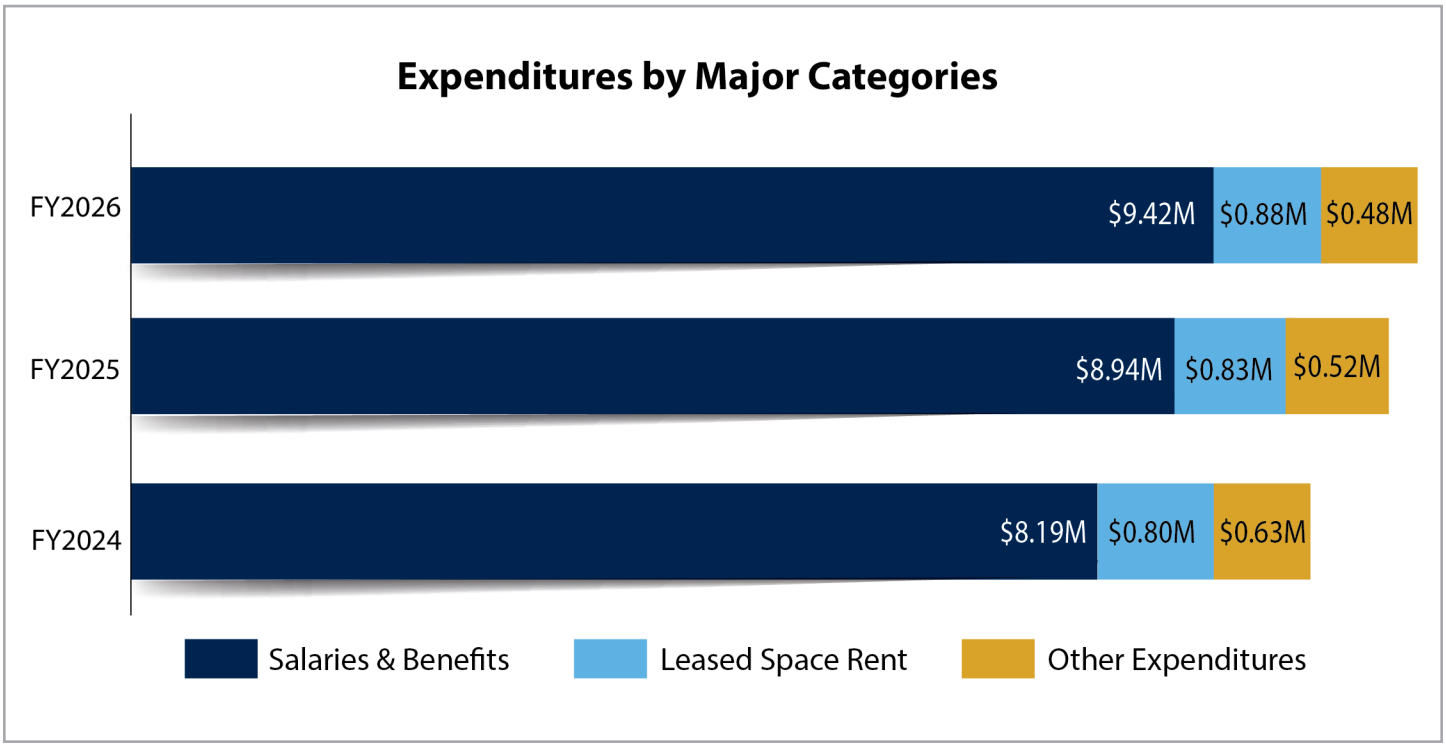
Over the past five years, the OEIG has made significant strides in improving employee retention. By FY2022, attrition dropped to 14%, down from 25% in FY2021. In FY2025, the attrition rate was 11%, and in FY2026 the attrition rate dropped to 7%. This positive trend underscores our commitment to retaining top talent and ensuring a stable and motivated workforce dedicated to upholding the integrity and mission of the office.



Operating Expenditure

The OEIG aims to use the State's financial resources effectively and efficiently and conforms to the State uniform accounting system by ensuring it obligates and expends public funds in accordance with applicable laws and rules.

Personnel-related expenditure accounted for about 87% of the FY2026 operating expenditure. Non-salary related operating expenditure includes leased space rent which accounts for about 8% of total spend. Other operating expenditure accounts for the remaining 5% and includes DoIT support services, CMS chargebacks, computer software, office furniture and equipment, contractual services, telecommunications, travel, and other ancillary charges.



Expenditure by Fund

General Revenue Fund (GRF) Expenditure

Description	FY2025	% of Total	FY2026	% of Total
Personnel Costs	$7,782,839	87.1%	$8,107,436	87.3%
Leased Space Rent	$708,775	7.9%	$754,424	8.1%
Interagency and Contractual Services	$272,862	3.1%	$256,948	2.8%
Telecommunications	$92,955	1.0%	$81,585	0.9%
Other Expenditure	$79,124	0.9%	$83,360	0.9%
Total Expenditure	**$8,936,556**	**100.0%**	**$9,283,753**	**100.0%**

Public Transportation Fund (PTF) Expenditure

Description	FY2025	% of Total	FY2026	% of Total
Personnel Costs	$1,159,381	85.3%	$1,311,784	87.5%
Leased Space Rent	$121,106	8.9%	$129,174	8.6%
Interagency and Contractual Services	$47,864	3.5%	$41,657	2.8%
Telecommunications	$17,706	1.3%	$15,540	1.0%
Other Expenditure	$13,805	1.0%	$713	0.0%
Total Expenditure	**$1,359,861**	**100.0%**	**$1,498,868**	**100.0%**

Legislative Engagement



The OEIG is committed to better State government, and therefore, regularly works with legislators and stakeholders on matters related to ethics legislation. Throughout the year, the OEIG works with other executive inspectors general, the EEC, the Attorney General's Office, the Governor's Office, legislators, and other stakeholders to discuss potential amendments to the Ethics Act as well as to the Illinois Administrative Code. In FY2026, the OEIG worked closely with stakeholders to: 1) discuss its role in oversight of the transit agencies and implement statutory language in line with the oversight and accountability goals; 2) advocate for and secure appropriations to fulfill its statutory duties; and 3) maintain its involvement and support of House Bill 1703.

OEIG Jurisdiction over the Northern Illinois Transit Authority

Fifteen years ago, the General Assembly expanded the OEIG's jurisdiction to include the Chicago-area transit agencies (CTA, Metra, Pace, and the RTA). In response to this expansion in jurisdiction, the OEIG established a division dedicated to investigating alleged misconduct at the transit agencies. This transit division has had an authorized headcount of 13 since its inception.

Given our oversight mandate over the transit agencies, when the OEIG became aware of efforts to expand accountability, oversight, and transparency, we reached out to stakeholders. When meeting with stakeholders, we shared the history of our jurisdiction, trends and statistics of our investigations, and recommendations we have to achieve the legislative goals. The OEIG focused on ensuring the specific language in the bill would carry out the intent of the legislature to curb waste and increase transparency and accountability.

Some proposals we recommended included:

- Specifically adding Article 15 of the Ethics Act—Whistle Blower Protection—to the list of sections that applies to the RTBs;
- Requiring transit agencies to report violations to the OEIG; and
- Bolstering the current EIG's statutory authority instead of creating additional inspectors general with duplicative jurisdiction.

These and other measures were implemented in a new public transportation law. Public Act 104-0457 created the Northern Illinois Transit Authority (NITA) Act. The additional amendments to the Ethics Act and other laws impacting the OEIG's RTB Unit are outlined in the prior RTB section.

OEIG's Appropriations Request

For FY2027, the total Public Transportation Fund (PTF) request was $2,089,600. For more than 10 years, the OEIG's PTF budget has remained stagnant at $1.6 million and currently this division only has a headcount of seven. For the first time, the OEIG sought an increase to its PTF budget. The additional $478,800 requested is critical for providing salaries to current staff and managing the increased workload demands.

For FY2027, the total General Revenue Fund (GRF) budget request was $10,980,500, which includes a modest increase to provide a cost-of-living adjustment for OEIG staff. The OEIG's authorized GRF headcount is 83. As an independent agency, staff do not receive automatic cost-of-living adjustments. Our intentional efforts to retain talent, increase efficiencies, and reduce training/development costs have led to a FY2026 attrition rate of 7%, down from 25% in FY2021. By maintaining market-rate salaries, the OEIG has kept talented staff with training and experience who have been able to increase the number of complaints processed, investigations conducted, and reports issued.

In June 2026, the General Assembly passed an appropriations bill containing the OEIG's requested funds.

House Bill 1703

During the 104th General Assembly, the OEIG initiated HB 1703, filed on January 24, 2025 by Representative Fred Crespo. This legislation will permit EIGs to make a public statement in two circumstances after the EIG concludes its investigation when the EIG: 1) recommends systemic or procedural action based on the investigation; or 2) finds reasonable cause to believe a violation has occurred. The public statement would not disclose the names of any subjects, but instead would summarize the nature of the allegations, the violation or basis for the conclusion that systemic or procedural issues exist, and the EIG's recommendations. Before a public statement is issued, the EIG will be required to share the statement with the agency head and ultimate jurisdictional authority affected and allow them an opportunity to provide a response that will be included in the public statement. This process will promote deterrence, education, proactive change, and transparency.

Appendices

- Complaints Received by Agency
- Allegations Received by Type of Misconduct
- Founded Reports Issued
- Types of Misconduct in Founded Reports Issued
- Online References

Complaints Received by Agency

Agency	Complaints Received
Abraham Lincoln Presidential Library & Museum	8
Aging, Department on	18
Agriculture, Department of	30
Attorney Registration and Disciplinary Commission	4
Attorney General	43
Board of Higher Education	8
Capital Development Board	2
Central Management Services, Department of	22
Chicago Police Department	9
Chicago Public Schools	7
Chicago State University	4
Chicago Transit Authority	125
Children and Family Services, Department of	238
City Colleges of Chicago	1
City of Chicago	20
Civil Service Commission	1
Clerk of the Fourth District Appellate Court	1
College of DuPage	1
Commerce and Economic Opportunity, Department of	9
Commerce Commission	11
Comptroller	3
Cook County Clerk of Circuit Court	7
Cook County	8
Corrections, Department of	535
Court Officials	8
Court of Claims	1
Criminal Justice Information Authority	12
Deaf and Hard of Hearing Commission	1
Early Childhood, Department of	1
Eastern Illinois University	2
Elgin Community College	1
Emergency Management Agency	10
Employment Security, Department of	109
Environmental Protection Agency	28
Equal Employment Opportunity Commission	2
Executive Ethics Committee	1
Executive Inspector General, Office of	11
FBI	2

Complaints Received by Agency

Agency	Complaints Received
Financial and Professional Regulation, Department of	64
Governor's Office	29
Governor's State University	2
Guardianship and Advocacy Commission	12
Healthcare and Family Services, Department of	86
Human Rights, Department of	38
Human Services, Department of	903
Illinois Finance Authority	1
Illinois General Assembly	3
Illinois Housing Development Authority	7
Illinois Power Agency	2
Illinois Racing Board	2
Illinois Senate	2
Illinois State Board of Education	10
Illinois State Board of Elections	2
Illinois State Employees Retirement System	2
Illinois State Museum	1
Illinois State Police	46
Illinois State Police Merit Board	1
Illinois State University	10
Illinois State Treasurer	4
Illinois State's Attorneys	23
Innovation and Technology, Department of	26
Insurance, Department of	14
Judicial Inquiry Board	2
Juvenile Justice, Department of	52
Labor, Department of	23
Law Enforcement Training and Standards Board	15
Legislative Inspector General	1
Liquor Control Commission	8
Local Police Department / Sheriff's Offices	38
Lottery, Department of	7
Natural Resources, Department of	30
Public Health, Department of	67
Revenue, Department of	50
Mathematics and Science Academy	5
Metra	45
Military Affairs, Department of	10

Complaints Received by Agency

Agency	Complaints Received
None Given	47
Non-State Agency	281
Northeastern Illinois University	14
Northern Illinois University	4
Other	351
Other Inspector General	3
Pace	29
Prisoner Review Board	10
Regional Transportation Authority	5
Secretary of State	82
Southern Illinois University	53
Social Security Administration	6
State Fire Marshal, Office of	14
Teacher's Pension and Retirement System	2
Toll Highway Authority	11
Transportation, Department of	251
University Civil Service Merit Board	2
Universities Retirement System	5
University of Illinois	45
Unknown	17
United States Postal Service	11
Vendor	132
Veterans Affairs, Department of	62
Western Illinois University	1
Workers Compensation Commission	6
Total	**4,391**

Allegations Received by Type of Misconduct

General Type of Alleged Misconduct	Allegations Received
Abuse	86
Breach of Confidentiality	28
Bribery	7
Child Support	4
Conflict of Interest	80
Customer Service	174
Discrimination	377
Document Falsification	74
Ethics / Sexual Harassment Training	1
Ex Parte Communication	2
Failure to Cooperate	4
Failure to File SEI	1
Failure to Follow Department Policy	84
False Employment Application	9
Fraud	336
Gift Ban Violation	6
Grant Fraud	11
Harassment	276
Hiring / Promotional Improprieties	156
Misappropriation / Misuse of Funds	49
Misconduct	1167
Mismanagement	747
Misuse of Property	23
None	20
Other	106
Other Ethics Act	4
Prisoner Complaint	59
Procurement Improprieties	21
Prohibited Political Activity	16
Retaliation	358
Revolving Door Violation	9
Secondary Employment	24
Sexual Harassment	273
Theft	32
Time Abuse	176
Unethical Behavior / Practices	1
Unlawful Disclosure	1

Allegations Received by Type of Misconduct

General Type of Alleged Misconduct	Allegations Received
Violence in the Workplace	44
Waste	5
Wrongfully Convicted	3
Wrongful Termination	34
Total	**5156**

Founded Reports Issued

Agency	Founded Reports Issued
Abraham Lincoln Presidential Library and Museum	1
Agriculture, Department of	1
Central Management Services, Department of	1
Chicago Transit Authority	12
Children and Family Services, Department of	1
Commerce and Economic Opportunity, Department of	1
Corrections, Department of	8
Human Services, Department of	18
Juvenile Justice, Department of	2
Public Health, Department of	2
Illinois Guardianship and Advocacy Commission	1
Illinois Housing Development Authority	1
Illinois Law Enforcement Training and Standards Board	1
Illinois State Fire Marshal, Office of	1
Illinois State Police	1
Metra	11
Pace	5
Regional Transportation Authority	1
Transportation, Department of	1
Vendor	3
Veterans Affairs, Department of	1
Western Illinois University	1
Total	**75**

Types of Misconduct in Founded Reports Issued

Type of Misconduct	Approximate Number of Findings
Paycheck Protection Program Fraud	40
Failure to Report Secondary Employment	16
Document Falsification	9
Mismanagement	8
Misconduct Involving Secondary Employment	7
Failure to Cooperate in an OEIG Investigation	5
Conflict of Interest	5
Misuse of Grant Funds	5
Inappropriate Conduct	4
Inaccurate Timekeeping	4
Failure to Follow Policies or Procedures	3
Sexual Harassment	2
Time Abuse	2
Procurement Improprieties	2
Misuse of State Resources	2
Revolving Door	1
Waste	1
Total	**116**

Online References

State Officials and Employees Ethics Act (5 ILCS 430)

ilga.gov/legislation/ilcs/ilcs3.asp?ChapterID=2&ActID=2529

Founded OEIG Investigative Reports

oeig.illinois.gov/investigations/published-oeig-cases

OEIG File a Complaint

oeig.illinois.gov/contact-us/file-a-complaint

OEIG Hiring and Employment Monitoring Quarterly/Annual Reports

oeig.illinois.gov/publications/hem-reports

OEIG FOIA Officer:
Neil P. Olson, General Counsel
Office of Executive Inspector General
for the Agencies of the Illinois Governor
607 E. Adams, 14th Floor
Springfield, IL 62701-1634

OEIG.FOIA@illinois.gov

Photocopy costs for FOIA requests: First 50 black-and-white copies are at no charge; $.15 per page for each additional page.

Printed by authority of the State of Illinois 11/2026

In an effort to conserve resources and be green, the FY2026 Annual Report will be distributed electronically. An online copy of this report in PDF format may be found at:

oeig.illinois.gov/publications/annual-reports

Office of
Executive Inspector General
for the Agencies of the Illinois Governor

Chicago Office:
69 W. Washington
Suite 3400
Chicago, IL 60602
(312) 814-5600

Springfield Office
607 E. Adams
14th Floor
Springfield, IL 62701
(217) 558-5600

Report Misconduct

oeig.illinois.gov

Toll Free: (866) 814-1113

TTY: (888) 261-2734